

**TO:** Joint Legislative Oversight Committee on Agriculture and Natural and Economic Resources,  
Chairs, House of Representatives Appropriations Committee on Agriculture and Natural and Economic Resources,  
Joint Legislative Education Oversight Committee, and  
Fiscal Research Division

**From:** Pat Sturdivant, President, Directors Council, North Carolina Association of Workforce Boards, and Director for Capital Area Workforce Development Board

**Date:** September 29, 2017

**Subject:** NCAWDB\_NEXTGEN\_YOUTH\_REPORT\_2017\_09\_29.pdf

Enclosed please find a copy of the NEXTGEN NCWorks Youth report as required in the budget in Session Law 2017-57, Reference Section 15.12. This report combines all 23 NC Workforce Boards into one single report and includes the following information as requested in Section 15.12:

- Fiscal Year program activities, objectives and accomplishments,
- Fiscal Year itemized expenditures and fund source by individually for each of the 23 local Workforce Development Boards, and combined for a state-wide report, and
- List of grant recipients and the amount of funds received by the grant recipients.

Additional information includes: state service levels to Youth in North Carolina under the Workforce Innovation and Opportunity Act (WIOA), success stories, private sector business board members, and names of NCAWDB officers as well as additional information. Should you have any questions, please feel free to contact me, my contact information is below.

Sincere regards,



Pat Sturdivant, President, NC Workforce Development Boards Directors Council  
Executive Director, Capital Area Workforce Development Board  
2321 Crabtree Blvd, Suite 200  
Raleigh, NC 27604  
919.856.6048  
[Pat.sturdivant@wakegov.com](mailto:Pat.sturdivant@wakegov.com)

Enclosure



WORKFORCE INNOVATION AND OPPORTUNITY ACT

# Youth Program Report PY 2016

JULY 2016 - JUNE 2017

Report produced and  
provided by NCAWDB  
Directors Council



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# Introduction

Workforce development provides opportunities to connect, train and educate residents for careers that help businesses and our economy to thrive. Youth and young adults' exposure to these opportunities are critical to the talent pipeline needed for a strong economy. North Carolina's 23 workforce development boards have incorporated new strategies to remove roadblocks and engage young adults ages 16 to 24 who face barriers to employment.

Implementation of the Workforce Innovation and Opportunity Act (WIOA) includes five components for WIOA programming to interconnect the 14 WIOA required youth elements and ensure participants are prepared for career success through:

- » education;
- » career pathways;
- » career experience;
- » leadership development; and
- » wraparound services.

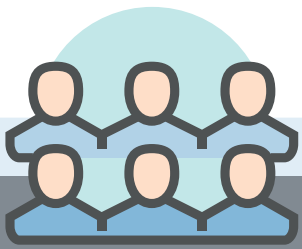
By coordinating efforts and working collaboratively with other agencies to best serve these young adults, North Carolina workforce development boards achieved the following performance success for students that exited the program in PY 2016<sup>1</sup>:

- » **1,743 participants (66.8 percent)** remained employed.
- » **1,569 participants (67.6 percent)** were placed within six months of program participation.
- » **1,462 participants earned salaries totaling \$3.45 million**; that means for **every \$1 invested \$14.48 was put back** into communities in salaries.
- » **941 participants (47.2 percent)** earned a credential.

Thousands of young adults have found the training and skills needed to enter the workforce and grow in careers they love. North Carolina workforce development boards are committed to ensuring the success of the WIOA youth and young adult program so that we continue to play a role in empowering young adults and bolstering our state's ever-growing workforce.

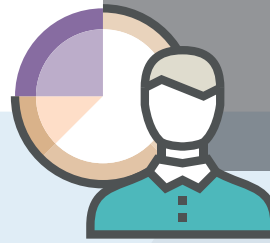
<sup>1</sup>Source: Future Works database

# North Carolina Activity Highlights - PY16



**2,442**

Total New Enrollments



Total Youth  
Served

**5,990**

COST PER PARTICIPANT  
**\$3,977**

Credentials/Degrees  
Earned

**722**



**701**

College Tours/  
Post-Secondary Exposure



Working Smart/  
Soft Skills Graduates

**490**

Entered Post-Secondary  
Education

**409**





High School Diplomas

471



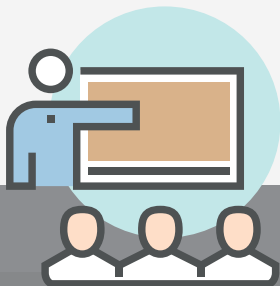
High School  
Equivalencies

264

Work-Based Learning  
Opportunities



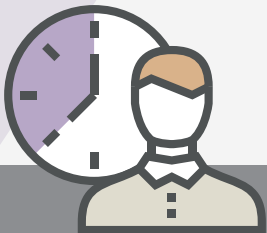
3,181



1,622

Enrolled in  
Occupational Skills Training

636



Entered  
Part-time Employment

Entered Full-time  
Employment



607

Employers “Touched”

3,168





## North Carolina Association of Workforce Development Boards' Accomplishments

- Designed and implemented a statewide Workforce Innovation and Opportunity Act (WIOA) Youth framework to ensure that North Carolina's Workforce Development Boards provide a baseline of services and a guideline for delivering those services in order to prepare Youth and Young Adults for educational and employment opportunities.
- Established a statewide Youth Leads Team to take the lead in continuous improvement of the framework, identify issues that impact successful Youth and Young Adult service delivery, establish standard operating procedures, and to put actions and activities in place to address issues and concerns.
- Completed a state branding initiative that resulted in NCWorks NextGen as a statewide identifier for WIOA youth services in North Carolina.
- Held the 11th Annual Statewide Youth Summit in Cary, NC. Over 300 young adults attended the event on April 7th & 8th. The NC Youth Summit provides young adults the opportunity to come together as "One Voice". Young adults were able to collaborate, learn from one another, and exchange ideas on issues relating to workforce development in North Carolina. This year's theme was "Making an Income and an Impact: Position Yourself for Success." The summit was targeted to expose young adults to entrepreneurship as an alternative opportunity. The facilitators provided youth with an intellectual stimulating environment for young adults to network, learn, and grow together. The youth were able to learn strategies for understanding balance, commitment, responsibility, and maintaining success. An open-dialogue during sessions and networking socials allowed participants to share ideas and best practices across the state with other young adults. This year's summit provided an environment to empower young adults that are often at times unmotivated to establish strategies for overcoming everyday challenges of life to be able to have long-term success.

## Cape Fear Workforce Development Board

- Served 434 Youth in the program in program year 2016.
- Participated in the 11th Annual Statewide Youth Summit in Cary, NC.
- Provided 210 work-based learning opportunities which included 202 work experiences and eight on-the-job trainings.
- 136 Youth participants attended occupational skills training through the Youth program.

## Capital Area Workforce Development Board

- Served 654 Youth participants in program year 2016.
- Created an apprenticeship video to share with public schools and other community organizations to promote apprenticeships.

### Wake County

- o Increased employer engagement with the youth program. Cisco hosted a Capital Area Youth Summit Event and Starbucks participated in mock interviews with youth in the program, as an example of new partnerships with businesses.
- o 109 work-based learning opportunities were provided to youth seeking employment.
- o More than 70% of youth who exited the program that attended a training/education activity in PY16 received a credential.
- o 43 youth participants received Occupational Skills Training opportunities in PY16.

### Johnston County

- o 20 Youth attained their GEDs. While this is lower than in previous years, it is notable that 100% of our GED AND High School Diploma attainment was GED only. This marks an achievement in the shift to primarily serving out-of-school youth. On-site GED classes continued to enhance instruction and career counseling for program participants.
- o 95.7% of new enrollments were out-of-school participants.
- o Expended 20% of funds on work based learning, through offering of 51 work-based learning opportu-

nities, including six On-the-Job Trainings, to program participants.

- o 41 participants entered training.
- o Community and employer partnerships continued to grow which led to greater opportunities for program participants.
- o New initiatives were developed to provide wrap around services to target populations, including youth with disabilities, pregnant/parenting youth and youth in foster care/aging out of foster care.

### **Centralina Workforce Development Board**

- Served 188 Youth participants in program year 2016.
- Sustained an active Youth Council.
- Built new relationships within the region.
- Assisted a relocated homeless customer with school, which afforded her the opportunity to be offered two jobs around the same time frame and she accepted both.
- Had a greater presence in our communities.

### **Charlotte Works Workforce Development Board**

- Served 589 Youth participants in program year 2016.
- Provided college tours/post-secondary exposure to 267 Youth.
- Exited 145 Youth to post-secondary education or employment.
- Conducted Working Smart workshops throughout the year awarding 108 certificates to graduates. "Working Smart: Soft Skills for Workplace Success" is a five module, 16 lesson soft skills curriculum designed to provide the work and life skills that enhance employee productivity. Certified participants have successfully completed 24 classroom hours of instruction and are expected to show key competencies in all areas.
- Provided seven pre-apprenticeship/apprenticeship opportunities to Youth participants. See the success story provided that highlights a Youth in pre-apprenticeship that was hired by the company.

### **Cumberland County Workforce Development Board**

- Served 186 Youth participants in the program year 2016.
- Held a 3-day leadership seminar on April 20-22, 2017 to help youth "leaders-to-be" get ready for their new challenges and responsibilities. "Preparing for Leadership: What it Takes to Take the Lead" helps youth discover the heart, soul and mind of true leadership through role-playing, self-assessment tests and other leadership training scenarios. They explored leadership roles as strategist, change agent, coach, manager, communicator, mentor and team member and will learn how to develop their unique leadership style for maximum impact.
- On July 26-28, 2017, the Cumberland County NCWorks NEXTGEN held another 3-day Leadership Development Seminar, "PREPARING FOR LEADERSHIP". With fourteen (14) participants in attendance, each day proved to be very rewarding! Topics included Healthy Bodies, Healthy Minds; Zumba instruction Financial Literacy, Professional Work Ethics, Scholarships, Grants, and Financial Aid. Participants listened in rapt attention, hanging on to every word. "I can't tell you how much this means to me that ya'll cared so much about us to put this program together for us. I have gone through so much hardship and to find people who actually care enough about us that ya'll would do this. I can't thank ya'll enough," wailed one participant as she sobbed in the arms of Jesse Brayboy, Workforce Board Member and Charlene Cross, Youth Sub-Committee Chairperson.

### **DavidsonWorks Workforce Development Board**

- Served 140 Youth participants in the program year 2016.
- The Youth who were enrolled in either the Get REAL (out-of-school) or Get READY (in-school) program were given opportunities to expand their knowledge of employment and higher education in the following ways:
  - o Youth work experience opportunities were awarded year round, not just for summer.
  - o Youth were provided opportunities to tour local and regional companies and meet with employers.
  - o Youth participants toured multiple higher education institutes, including community colleges, four year universities, and private institutes.



# Accomplishments

- o Youth participants attended the NC Youth Summit held in Cary.

## Durham Workforce Development Board

- Served 108 Youth participants in the program year 2016.
- 15 WIOA Youth have moved from homelessness to permanent housing utilizing Fostering Youth Opportunities (FYO) funding.
- 54% were employed at some point in time during the year.
- 76 youth have participated in RAP Sessions covering topics such as:
  - o How to interact with police and make it home
  - o Proven methods of social organization and political protest that lead to change; (stories from the Selma youth movement)
  - o Financial literacy (does your career match your desired lifestyle)
  - o The real cost of unprotected sex (realities of child support court and enforcement)
  - o Entrepreneurship - low input businesses that yield high rewards - How to start a business for \$100.00 to supplement your income
- 63 youth participated in 14 Learn-to Earns ranging from Careers in the following industries:
  - o Military
  - o Allied Health
  - o Advanced Manufacturing
  - o Construction Trades
  - o Culinary Arts
  - o Hospitality
  - o Zoology
  - o Maritime

## Eastern Carolina Workforce Development Board

- Served 465 Youth participants in the program year 2016.
- Increased youth enrollments from serving 275 to 465 participants representing a 59% increase. The increased enrollment is a result of strong collaborative partnerships with the regions' seven Community Colleges that assist in promoting the WIOA youth program services during their Adult Basic Education Orientation sessions.
- 250 youth were placed in subsidized work experiences

with local employers, education providers, and non-profit organizations. These efforts resulted in \$455, 931 (33%) of the total youth budget being expended directly on work experience wages paid to low income youth providing them with rich work-based learning opportunities in various career pathways.

## Gaston County Workforce Development Board

- Served 113 Youth participants in program year 2016.
- Successful placement of participant into Pre-Apprenticeship at GEMS.
- Provided 367 work experience opportunities and 1 on-the-job training opportunity.
- Conducted a Working Smart workshop awarding eight certificates to graduates. "Working Smart: Soft Skills for Workplace Success" is a five module, 16 lesson soft skills curriculum designed to provide the work and life skills that enhance employee productivity. Certified participants have successfully completed 24 classroom hours of instruction on the following modules/lessons and are expected to show key competencies in all areas.

## Guilford County Workforce Development Board

- Served 544 Youth participants in the program year 2016, 87% of them were low income youth.
- Operated a very successful summer youth program called Bridges2Careers (B2C) in which:
  - o 177 Young Adults were served in work readiness and career exploration activities.
  - o 162 were placed into work experiences in areas of interest and locally approved targeted occupations (Advanced Manufacturing, Transportation and Logistics).
  - o 120 youth participated in a Simulated Working Environment at Forsyth Community College. The Simulated Working Environment (SWE) has been in operation at FTCC since 2012. The B2C young adults rose to the occasion driven by their focus on the task at hand and self-motivated commitment to success. During the final phase of the simulation, the Project Manager for the training announced that a cohort of our students were third in the lean production system outcomes since the program's inception. This was significant because

this was their first encounter with this industry and were compared to seasoned professionals for notable lean manufacturing companies that send their teams through the same experience. These included:

- 89 of our young adults received credentials through this program.
- An additional 30 continued into training and are actively pursuing credentials.
- Provided an additional 163 work experience opportunities throughout the rest of the program year.
- Conducted Working Smart workshops throughout the year awarding 368 certificates to graduates. "Working Smart: Soft Skills for Workplace Success" is a five module, 16 lesson soft skills curriculum designed to provide the work and life skills that enhance employee productivity. Certified participants have successfully completed 24 classroom hours of instruction on the following modules/lessons and are expected to show key competencies in all areas.
- Provided 194 Youth participants with Occupational Skills Training during the program year.

### **High Country Workforce Development Board**

- Served 171 Youth participants in program year 2016.
- Had a strong focus on paid work experiences which resulted in many great opportunities for youth and employers.
- Worked closely with our education partners in the community. Through this partnership, staff assisted in a number of workforce development activities that impact the youth community as a whole. Activities such as career fairs, employer outreach, coordination of internships, and school information sessions are among the coordinated events.
- Began meeting on a regular basis statewide to explore best practices and identify process improvements.

### **Kerr-Tar Workforce Development Board**

- Served 107 Youth participants in the program year 2016.
- Integrated Youth Services with Career Centers.
- Started early stages of having a center solely devoted to youth services.
- Provided 35 work experience opportunities to Youth.
- 26 Youth received occupational skills training.

### **Lumber River Workforce Development Board**

- Served 480 Youth participants in the program year 2016.
- Utilized more OJT's for the local area. There was an increase number of work experiences that led to full time employment for some of our Out-of-School Youth.
- Achieved more successful outcomes with youth participants and an increase with occupational skills training offered to Youth.
- Provided 264 work experience opportunities to Youth.
- 180 Youth received occupational skills training.

### **Mountain Area Workforce Development Board**

The WIOA youth program in the Mountain Area Workforce Development Board Local Area made significant positive impacts to serve In-School and Out-of-School Youth in our region. Many youth would not have received a high school diploma or high school equivalency, a post-secondary credential and/or employment without the work of our youth contractors and the Mountain Area Workforce Board.

- Served 181 Youth participants in the program year 2016.
- 84 Youth participants earned their high school diplomas or high school equivalencies during PY16.
- 31 Youth participants continued their education enrolling into a post-secondary institution. The youth served have significant barriers to employment and without the support of WIOA, many would have failed to attain these benchmarks.

### **Northeastern Workforce Development Board**

- Served 94 Youth participants in the program year 2016.
- Maintained over 80% Out-of-School Youth enrollment
- Held a Real World Simulation Event on September 28, 2016 at Camp Cale in Hertford, NC. The Real World's purpose is to teach life skills to youths, ages 16-24 years old. The Real World Simulation Event attract many youths from our 10-county area with over 130 young adults in attendance and 65 volunteers from businesses and organizations in the 10-county area. The young adults were participants in the Youth Program, River City YouthBuild and seven local High Schools. Businesses, organizations and citizens donated funds, prizes, time and resources to make this event a great success.

# Accomplishments

- Hosted a Youth Forum for Youth participants to discuss things they would like to help them reach their goals. The attendees make suggestion and options including web-page design and other social media ideas to attract more youth, business and college tours to sponsor, activities to engage youth in developing career and educational goals and other inputs to improve their Youth program.

## Northwest Piedmont Workforce Development Board

- Served 302 Youth participants in the program year 2016.
- Implemented more work-based learning opportunities in the construction sector for out-of-school youth offenders. These work-based learning experiences have led to them choosing career pathways in skills trades, which increases their earning potential. It also provides better employment opportunities because they are working alongside business owners who are looking to hire hardworking and motivated individuals. This gives these participants the opportunity to show those traits, and not to be judged solely on their backgrounds.

## Region C Workforce Development Board

- Served 129 Youth participants in the program year 2016.
- Hosted a “Making it Work” Manufacturing & Engineering Career Fair
- Rutherford County Youth Service Corp.
- Cleveland County Club Med

## Region Q Workforce Development Board

- Served 264 Youth participants in the program year 2016.
- Employed 25 in work experience opportunities and subsidized wages for 20 Youth participants through the City of Greenville Summer Work Component.
- Connected Youth participants to certified Career Pathways in Agriscience/Biotechnology, Advance Manufacturing, Business Support Services and Health Care.

## Regional Partnership Workforce Development Board

- Served 162 Youth participants in the program year 2016.
- Achieved a 67.6% employment rate for Youth participants

in the 2nd quarter after exit. This represents an increase of nearly 12% during the past 2 program years.

- Achieved a 115.1% employment rate for Youth participants in the 4th Quarter after exit.
- Implemented the new statewide name of NCWorks NextGen from Building Futures Youth Center. The Youth participants are excited about the new name.

## Southwestern Workforce Development Board

- Served 86 Youth participants in the program year 2016.
- Focused on working with out-of-school youth this passed program year. An emphasis was placed on Youth programs and services related to drop-out recovery.
- Continued to partner with and fund WIOA Contractors that provided programs and services at the Haywood Community Learning Center in Waynesville, NC. This out-of-school program used alternative methods of learning and credit recovery methods to assist participants working to receive their high school diploma. This combined with career exploration, career counseling, job shadowing, and work experience opportunities made for an effective program leading to 42 drop-outs who received their high school diploma.
- Received an NCWorks Service Delivery Innovation Grant to assist in funding a Jackson Community Learning Center program in the neighboring county of Jackson. The process of designing and implementing that out-of-school program began late this past program year.
- Partnered with the Eastern Band of Cherokee to participate in their Cherokee Senior Showcase. Local Area WIOA contractor staff worked with Harrah's Cherokee Casino staff in the design and implementation of this event. This high school age program provided soft skills training, financial training, and job exploration opportunities for our Local Area Youth. The Southwestern Workforce Board provided funding for out-of-school WIOA Youth participants to attend.
- Worked with the Oconaluftee Job Corps Civilian Conservation Center in Cherokee, NC to support the opportunity for local Youth needing supportive, educational, and vocational training assistance to be able to attend the Job Corps Center on a full-time or part-time basis.
- WIOA Youth participants from Haywood Community

Learning Center participated in the NC Envirothon and placed third in the competition.

Chatham, Lee, Harnett, and Sampson counties worked together to collect over 100 books for the organization.

### **Triangle South Workforce Development Board**

- Served 181 Youth participants in the program year 2016.
- Hosted It's annual Youth and Young Adult Rally Entitled: Synergy: Get it Together! on June 23, 2017, at the Dennis A. Wicker Civic Center in Sanford, NC. This year's theme, "Synergy: Get It Together," emphasized the importance of networking, through attendees engaging in interactive team building and interpersonal skills training activities. The acronym G.A.M.E.
  - o A panel discussion took place at the Get it Together! Event with local young adults and community employers to focus on improving relationships between employers and young adults as job seekers. Moderators encouraged panelists to discuss their educational backgrounds, personal goals leading to their chosen career path, how they worked through obstacles and challenges, and where they are currently on their career pathway. Employer panelists also addressed the importance of personal development in sustaining one's career.
  - o The Half-Time Show, a non-competitive showcase that allowed for attendees to demonstrate creativity and team spirit. through music, poetry, comedy , or other talents. Best-in-Show was awarded to each team.
  - o Get Your Head in the "G.A.M.E." Self-Development, Career Planning, and Job Search are three major components of Career Management, and this workshop encouraged attendees to engage in these components to increase their Career Management skills. In addition to Career Management, self-worth, confidence, healthy relationships, and self-care are just a few of the round-table discussion topics Young Adults and Youth engaged in during these facilitated life coaching sessions.
  - o Game Changers portion wrapped up the Young Adult and Youth Rally by celebrating the accomplishments , with members of the Youth Committee recognizing all program participants with achievement awards for their accomplishments during the 2016 program year.
- Lee County Partnership for Children was selected as the Young Adult and Youth community service project, and both program participants and partner agencies from

### **Turning Point Workforce Development Board**

- Served 249 Youth participants in the program year 2016.
- Partnered with NCWorks Career Centers, local businesses, and governments to host a Regional Job Fair
- Served on an advisory board for Northampton County Schools' Career and Technical Education which launched the NAF Academy for Information Technology and Engineering.
- Introduced locally developed NC Career Pathways system to youth service providers.

### **Western Piedmont Workforce Development Board**

- Served 163 Youth participants in the program year 2016.
- Provided Youth participants with the opportunity to attend Legislative Day to learn about state government and how state representatives' actions affect them.
- Awarded funding to a new youth service provider who worked hard to recruit new Youth participants and developed great partnerships in the community.
- Developed the work experience program and provided great opportunities for Youth participants in various industry areas. These industries are in areas of demand such as, advanced manufacturing, healthcare and logistics.
- Held a local Youth Summit for approximately 140 Youth. The event focused on entrepreneurship by providing various educational activities to engage and stimulate the youth.



## Success Stories



## Cape Fear WDB

### Malik Point

Before joining the LITE Manhood Program Malik Point was well known by local law enforcement. Local law enforcement even labeled Malik Point and his family as a major threat to the community. Since joining the LITE program Malik has given up the gang affiliated lifestyle, enrolled into GED classes in which he has raised his reading level from second grade to an eleventh grade level. Malik has also stayed out of the judicial system without gaining any more criminal charges. Malik has also completed work experience at the South Eastern North Carolina Food Bank in which his supervisor gave him stellar remarks in regards to his work ethic. Malik Point is the true definition of beating the odds.

### Xavier Johnson

When his back was against the wall and the odds were stacked against him, as a high school dropout and unemployed Xavier rose to the occasion. Since joining the LITE Program Xavier has attained his Adult High School Diploma through Cape Fear Community College. Xavier has also sustained permanent employment with Legacy Flooring. Xavier is currently working on transitioning into his first apartment and also enrolling into college at Cape Fear Community College.

## Capital Area WDB

### Sherrod Marks

Sherrod Marks enrolled into WIOA services in May of 2013. He left high school early to pursue a GED. Classes were initially challenging for Sherrod. He struggled with math and reading. But Sherrod had higher aspirations for himself and he persevered. He came up short initially with his math tests, often missing by one point. The NCWorks NextGen Program provided tutoring to Sherrod to help increase his literacy/numeracy scores. The High School Equivalency Instructor at the program set up regular one on

one sessions with Sherrod to help him overcome any deficiencies he had. It was difficult for him at first but the consistency of meeting with the instructor coupled with the support of his Youth Advocate helped him to increase his scores. The NextGen program provided additional supportive services that helped Sherrod with barriers such as transportation and cost of the GED test.

Sherrod began to utilize his strength for leadership by encouraging other youth to complete their GED de-



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## Capital Area WDB

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spite his own circumstances. The staff quickly saw the leadership Sherrod exhibited and offered him a role as a Youth Ambassador. The NCWorks NextGen Youth Ambassadors is a program that helps young adults develop their soft skills, build leadership, and contribute to their community. This was ultimately a catalyst for his growth as it allowed Sherrod to see the leader he was meant to be and built confidence.

In December of 2015, the hard work paid off. Sherrod was in disbelief that he had passed his official GED tests. It was a seminal moment for him in his life. Out of his 2 brothers, Sherrod is the only one to have achieved his GED successfully.

The services Sherrod received from the program did not stop there. NCWorks NextGen provided assessment tools to Sherrod that helped Sherrod understand the career pathway he was interested in. Through his experience as a Youth Ambassador he came to realize that he greatly enjoyed helping other people. NextGen helped him identify a career in the medical field as a nurse and in January of 2016, the program, with the help of WIOA funding, enrolled Sherrod into Wake Tech's Nurse Aid I program. His first attempt was unsuccessful and he did not pass the CNA 1 exam. Sherrod attributed this to not taking full advantage of the tutoring resources that were available. From counseling provided by his NextGen Youth Advocate, he realized that he needed to work on his study habits.

He re-enrolled in the CNA 1 program in April of 2017. His assumptions about his study habits were correct.

Sherrod learned from his mistakes and began to study hard, utilizing the tutoring resources to full advantage. He took the CNA 1 exam a second time and passed on June 16th. He is now a registered CNA1 nurse on the North Carolina Registry.

Next, Sherrod expressed interest in pursuing employment opportunities. The NCWorks NextGen program worked with him on his resume and interview skills. He began applying for jobs at the NextGen Center daily and completed an application with the Raleigh Rehabilitation Center, a nursing home facility for the elderly. The NCWorks NextGen Outreach and Placement Specialists went to the employer on Sherrod's behalf, and assisted him with obtaining an On-the-Job Training opportunity to help him develop the skill-set required to have prolonged success in the medical career field.

Sherrod began as a Nursing Assistant on July 24th 2017. When Sherrod was asked about how he feels about his accomplishments he said, "I am proud." He continues to encourage his peers to work hard to pursue their goals to this day.



### Keyairrah Price

Keyairrah enrolled in Centralina WDB funded WIOA NexGen Services November 8, 2016 at the Resource Development Center (RDC) in Stanly County. Prior to enrolling, Keyairrah moved from Delaware with family not really knowing what North Carolina was going to bring her although she had a clear career path, but didn't know how to jump start it here. Ultimately, she wanted to be a social worker and child advocate. Keyairrah enrolled in Nurse Aide I training in December 2016 and began classes in January. Unfortunately during this time, Keyairrah became homeless. RDC Director/CDS Jim Kohn, accompanied Keyairrah to collect her belongings and found her immediate, but temporary housing with the assistance of WIOA funding. When those funds were depleted, Keyairrah moved to the local homeless shelter and has been a resident there ever since. She never gave up and continued to pursue her career and continued services in spite of her circumstances and living conditions.

Eventually she successfully completed Nurse Aide I training, passed her state exam in March of 2017 and has been listed on North Carolina's Nurse Aide I Registry since then. Immediately Keyairrah applied to two senior care facilities in Albemarle NC, one full-time, one part-time and was offered both positions. To date, she now works second shift five days a week with one employer and weekends for the second employer. There are many outstanding Young Adult nominees, however, Keyairrah stands out because she picked up a life in Delaware that she once knew, moved to another state, was homeless, and still came out on top.

Keyairrah loves to help people. It's not just an interest for her, it's a calling. She came to the WIOA NexGen

with strong basic skills confirmed through TABE testing. But at 23, she had also realized that her high school diploma and very limited work history were not going to get her where she wanted to go in a career path. Keyairrah committed to a course of study to start her training journey, Nurse Aide I, and successfully completed her classes and the state requirements. Keyairrah has also participated in two paid work experiences through WIOA funding. She worked at Hope Medical Associates as an Office Assistant in December 2016 and worked at the NCWorks Career Center-Stanly as an Office Assistant when her Nurse Aide class was over in March, 2017. She began unsubsidized employment the week of April 3rd. Since enrollment, Keyairrah has been very conscientious in attending WIOA activities that did not conflict with her NAI classes. Keyairrah has a great deal of natural charm and charisma. Her attitude is amazingly positive and everyone comments on her smile and good humor. The employment skills that she has begun to build with her WIOA funded classes is the foundation for her chosen career path.

Keyairrah Price is not in school or training now. Keyairrah is employed full-time with Bethany Woods Nursing and Rehabilitation Services in Albemarle NC as a Nurse Aide I (CNA), effective 04/05/2017. Her wage is \$10.25 per hour. Keyairrah also has a part-time job on weekends at Forest Oaks Healthcare Center, also in Albemarle NC. She is a Nurse Aide I (CNA) and her hourly wage is \$9.75.

She has tried to get assistance with housing and now that she has two jobs she makes too much money for housing assistance. Keyairrah is a true testament of a young adult who's reached success in a short period of time.

## Charlotte Works WDB

### Israel Garcia-Perez

Two years ago, Israel Garcia-Perez sat in a training classroom at the Charlotte Area Transit System (CATS) maintenance facility ready to begin his first day as an intern in the pre-apprenticeship pathways program. A partnership among Charlotte Works, CATS and the City of Charlotte's Mayor's Youth Employment Program (MYEP), it gives classroom training and hands-on experience to youth who are interested in the diesel auto-mechanics industry.

Now, as the 20-year-old prepares to begin his new job as a maintenance technician at CATS, he can't help but think about how his journey has come full circle while carving a new path toward his career goals.

A Google search back in middle school piqued his interest in a career as a mechanic, and Garcia-Perez went on to participate in the automotive program at Myers Park High School. His presentation to the transit staff about his experience as a CATS secret shopper spawned the idea to create the pre-apprenticeship program.

"The first eight weeks were a little overwhelming, but the trainers and supervisors were very involved in helping us when we needed it," Garcia-Perez said. "Since it was the inaugural [class], we all had to learn together."



He completed one year of the pre-apprenticeship before enrolling full-time at Central Piedmont Community College majoring in automotive systems technology. He's always wanted to work with BMW, so he jumped at the opportunity to join the school's BMW associate degree program. Garcia-Perez added another notch under his belt with an internship at

Goodyear.

"I want to do something that makes me happy so I'm pursuing it. I want to keep going to see what other opportunities I can get and what other degrees I can obtain," he said.

His journey wouldn't come without obstacles.

Garcia-Perez lives and attends college as an undocumented immigrant because of the Deferred Action for Childhood Arrivals (DACA) program. The policy, which was established by the Obama administration in 2012, allows certain undocumented immigrants who entered the country as minors to receive a renewable two-year period of deferred action from deportation and eligibility for a work permit.

His family arrived from Mexico when Israel was almost seven years old and instilled a motivation in him to work hard. In 2015, Garcia-Perez became the first in his family to graduate from high school and, in May, will

be the first to graduate from college, showing that the hard work continues to pay off. However, he explained some of the challenges of pursuing his education:

“It’s complicated to go to college having temporary legal status. As deferred action, I’m not eligible for scholarships. Tuition is expensive and trying to pay [\$4,000] every semester is a huge burden. I want to go after more education, but that requires me to have more support to cover costs due to financial aid limitations.”

Currently, Garcia-Perez splits his tuition expenses with his dad. He says that these obstacles only motivate him to do better in school. Another incentive: a 1966 Ford Mustang that’s waiting for some TLC.

“A family gifted me a laptop when I graduated high school. When they heard that I was interested in cars, they also gave me the Mustang. I wanted to fix it up, but because of costs at home and school, I had to put my dream project on hold,” he shared. “People suggested that I sell the car to help with expenses, but I consider it a reward for all of my hard work to be able to bring it back to life.”

Garcia-Perez is stepping into an occupation that is experiencing growth. According to labor market data\*, there are approximately 1,300 maintenance technicians employed in Mecklenburg County with an expected demand for 280 additional workers over the next 10 years. For a full-time, entry-level technician, there’s opportunity to earn above the \$23,629 living wage salary in Mecklenburg County, according to the Massachusetts Institute of Technology’s living wage calculator. Labor market data also reports that entry-level technicians start at \$35,000 in Mecklenburg,

while the average wage is \$47,700. Experienced technicians earn up to \$54,100 annually. That is significant considering the efforts around increasing economic mobility and creating economic opportunities for those like Garcia-Perez and his family.

“Israel is living proof that providing career pathway opportunities lead to the creation of a stronger talent pipeline,” said Patrick Graham, Charlotte Works’ President and CEO. “We can create thousands of young people like Israel if we invest in their future.”

The former intern is excited to return to CATS as an employee. He also relishes the fact that he can speak to incoming students exploring the pre-apprenticeship program.

“I told the students, ‘I was in your seat. I know what’s going through your mind,’” he said. “CATS has so many opportunities to offer, not just as a technician. I wanted to motivate them.”

Garcia-Perez is committed to taking advantage of those opportunities. He plans to complete a bachelor’s degree in business management and work his way up to a district manager role at CATS.

“I want to be able to give back to those who helped get me here,” he said.

*\*Job projections and wage data are sourced from JobsEQ, Chmura Economics, Q4 2016*

### Cumberland County WDB

#### Tiquell Allbrooks

Tiquell enrolled as an in-school youth with basic skill deficiencies in both math and reading. He completed eligibility and enrollment for Cumberland County NCWorks Youth Services Program seeking assistance with career exploration and guidance and assistance with leadership development and work readiness opportunities. His goals were to earn passing grades to graduate from high school, participate in summer work opportunities that will assist him in gaining work readiness skills all leading to joining the military to help provide for himself and his family.

Tiquell participated in tutoring and summer employment in July 2015 sponsored by WIA/WIOA Youth Services. He also participated in Leadership Development activities July 2015 and February 2016 to include a STEM Summer Project (June 2016). Tiquell successfully graduated from high school and received

his high school diploma on June 10, 2016. After graduating from high school, Tiquell enlisted into the Army Reserve with a focus in Food Service. Tiquell completed basic training and returned home to enroll into the Fayetteville Technical Community College as a full time student to pursue his Culinary Art Degree. Determined to succeed, Tiquell came into the office for job search assistance while attending college and was employed with the local SEARS Department Store as a Computer Technician.

Tiquell is the eldest in a family of seven. He is a leader in the eyes of his siblings, community and Armed Forces Unit. Tiquell exhibits a high level of commitment to achieving his goals. He remains in touch and comes into the office for face to face follow-up services with his case manager. He has met all of his WIA/WIOA goals but continues to achieve greatness as he strives for a successful career and stable future.

### DavidsonWorks WDB

#### Jacob Garay

Jacob enrolled in the Get REAL Program in May 2016. Jacob and his family moved to the area from Gallatin, Tennessee, where he had completed six high school credits that transferred into the Get REAL Program.

Jacob came in eager to work and wanted to complete the adult high school program. His attendance was good and so was his attitude toward school and his

peers. As Jacob grew comfortable with his surroundings, his TABE scores increased, and he was able to complete several credits at the beginning of the school year. Because Jacob was WIOA eligible, he was able to participate in the work experience program at the Lexington YMCA. He proved to be a real asset to the YMCA; he had good work ethics and always showed respect to his coworkers.

Jacob was also involved in several activities at school,



which allowed his leadership abilities to shine; soon he was nominated to be on the Student Government Association. Jacob continued improving in the classroom by working hard and helping his classmates in any way he could and was elected as Vice President of the SGA.

Jacob also participated in the North Carolina Youth Summit in April this year. This was a two day event that allowed the students to stay overnight at the Embassy Suites in Cary, NC. After the opening session, Jacob had the opportunity to meet with the mayor of Cary- he talked with him one on one, and took several

pictures with the mayor. Shortly afterward, Jacob was elected President of the SGA, which allowed him to attend Youth Council meetings to give updates on the activities at Get REAL.

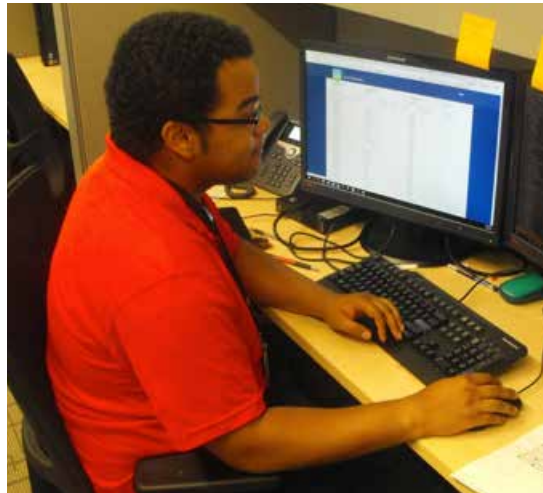
Jacob decided to work on his High School Equivalency and on July 28th, he completed his quest and is now a Get REAL graduate! He will be attending DCCC in the fall where he will be sponsored by DavidsonWorks. This young man has really been an asset to the Get REAL program and will do very well in the future.

## Durham WDB

### Andrew Liriano

Andrew has been enrolled in the Durham Youth Employed & Succeeding (YES) program since October 2015. Before enrolling in the YES Program, Andrew's mother passed away which resulted in Andrew and his sister being placed in separate foster homes in 2013. While in the foster care program and combating all of his challenges,

Andrew completed his high school diploma at Hill-side High School. Despite not having the ideal foster parents, Andrew took advantage of the resources and support of the Durham YES program. One of Andrew's barriers to employment was not having adequate housing; his case manager referred him to transitional housing through the Life Skills Foundation, a partner of the Durham YES program. Andrew attended group



sessions, teaching him how to save money and incorporate independent daily living tasks. Andrew obtained employment at Little Caesar's Pizza and enrolled in New Horizon Computer Learning Center to complete his A+ certification. Andrew soon transitioned out of the Life Skills Foundation housing into his own apartment. Andrew continued to actively participate at the Durham YES employment and

social events. Andrew did not allow any of his barriers or challenges hold him back from accomplishing his goals. Currently, Andrew is working for the County of Durham, creating websites for social service programs. Andrew continues to attend New Horizon Computer Learning Center to complete additional Network + certifications, which will open many advanced employment opportunities for him.



### Eastern Carolina WDB

#### Corbin Loflin

Corbin had some health issues and was not able to complete the Paramedic Academy at Lenoir Community College with the rest of his class. He completed the Paramedic Academy 4 months later and did exceptionally on the Paramedic exam! After graduating, he got a job with a local transport agency in February 2017, still looking for a full-time position. He received an offer of full-time employment in South Carolina as a paramedic on June 2, 2017 and received a \$5,000 sign on bonus and got a starting salary of \$43,793.20 annually. Corbin emails periodically and continues to say how much he is loving his new position and the staff that he is working with!

#### Joshua Izaguirre

Joshua enrolled in the WIOA Youth Program at the age of 18. Joshua was a shy and timid young man, but also willing to get any task completed. Prior to enrolling, Joshua had dropped out of high school and had no idea how to get back to his life. He started with the goal of obtaining an Adult High School Diploma. As time progressed, Joshua attended school, numerous workshops and leadership development events and then enrolled in Work Experience. Joshua continued to go to school full time and work part time. With determination, guidance and career exploration, Joshua enrolled in Post-Secondary Education at Carteret Community College. Joshua realized that he wanted to take another path, so he decided that the Military would be a good career option. Soon after his semester finished, Joshua, enlisted in the military and set out to be a part of the United States Army.

### Gaston County WDB

#### Elijah Garvin

Elijah was surrounded by deterrents that could have easily impeded his journey. In fact, Elijah, a very shy and reserved young man, was bullied to and from school daily. This inspirational young man has overcome countless obstacles and unfortunate situations to achieve goals that he was told were impossible. Growing up in a lower socio-economic community comprised of crime, drug dealings, gang activity and lack of guidance and support. So, to prove that he

wasn't a "punk" and afraid of the bullies, Elijah made an error in judgment when contemplating how to defend himself. Even though he did not follow through with his intentions, Elijah had to face consequences which resulted in a criminal record. Despite this setback, he worked hard to reclaim himself and his goals.

When Gaston College became the provider for the NextGen Youth program, Elijah was already enrolled in the program. His goals in October 2014 were to complete the 11th grade and get a summer job. Upon Elijah

entering his senior year in high school, 2015-2016, he was faced with having to complete some classes from the 14-15 school year, in addition to managing his senior year course load. However, Elijah faced these challenges head on with a focus of graduating from high school in June 2016.

While participating in the program, Elijah was very reserved and shy and initially would only communicate with a staff member. As Elijah started regularly attending NextGen workshops and activities, as well as visiting the NextGen office, he started engaging with everyone. Elijah also took it upon himself to come to the NextGen office, at least 3 days a week, for tutoring so that he could complete extra school assignments and get better grades. This effort on his part was in addition to him staying after school every day, at his high school, to take online courses for credit retrieval.

As a result of his resiliency and drive, Elijah graduated with his class in June 2016 obtaining his high school diploma. Yet, Elijah didn't stop there, he obtained a Work Experience placement in June 2016 with the YMCA; completed the FAFSA in June 2016; enrolled in Gaston College in July 2016; and entered the Fire Protection Technology Program, in August 2016, as a first generation college student with a career goal of becoming a firefighter.

Subsequently, Elijah requested a summer work experience at the YMCA, in the fitness center, because he was contemplating going to the military and/or college, and he shared that "he needed to get his spirit, mind and body intact for his next journey." Also, because of Elijah's day to day interaction with Y members, he emerged from his shyness and learned the art of engaging with people.

Elijah is diligent about attending his college classes,

completing his assignments and never missing class. In fact, Elijah didn't have a computer at home, so he stayed after class, or came in early to use the computers in the NextGen center in order to complete his work. As a result of such efforts, Elijah passed all of his first semester college classes, and is currently a second year full-time student at Gaston College. Consequently, Elijah received a 2017 Summer Internship with the Cherryville Fire Department, who also provided financial support for his summer 2017 classes.

Elijah continues to work through barriers with the greatest being no support from home. Yet, Elijah has garnered a lot of support from people whose paths he crossed. When Elijah recently faced a difficulty in a class, his instructor came to the NextGen office to assist him, and this same instructor has become a mentor to Elijah and assisted him with getting his record expunged. Subsequently, Elijah also received mentorships from a retired Fire Marshall, and a retired Police Officer who have enlisted to support him in achieving his dream. Elijah also worked to overcome his transportation barrier by obtaining his driver's permit, and driver's license. He is now working toward purchasing a car. Elijah now has a laptop computer of his own which he received from a generous donor at Gaston College.

In a recent visit to NextGen's office, Elijah shared that he had read Jimmy Wayne's book *"A Walk to Beautiful"* which he states that he can relate to, and he has been motivated by. In this same visit, Elijah posed a question to NextGen staff asking "What do you see when you see me now?" The responses he received left him humbled and displaying a huge smile.

It is evident that Elijah is intent upon dispelling the depiction of a younger immature Elijah, who made

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a wrong decision, but is now making positive strides forward. Elijah is no longer a victim of his circumstances; he now just smiles and says “Losers keep looking

behind...Winners keep looking forward.” Elijah is now paying it forward by stepping up to motivate, mentor and support his younger brother and other young adults in their pursuits. Elijah is WINNING!

## Guilford County WDB

### Dwayne Washburn

Each year, hundreds of teens in North Carolina age out of foster care unemployed; Dwayne Washburn was among these statistics. Now 18, he was fortunate to reconnect and live with his birth mother. He was very proud and excited about his new chapter in life, but he lacked the direction and skills needed to become employed.

In September of 2016, the NCWorks INSPIRE Young Adult Program participated in a community outreach event in High Point. The event was designed to introduce community resources to local residents. While attending this community event, Dwayne stopped by INSPIRE’S table seeking information on employment assistance. Eager to learn more about potential services, Dwayne visited the NCWorks Career Center – High Point to meet with staff to further discuss his goals and explore how our services might be able to assist him in achieving them. After a thorough orientation and interview with a Development Consultant, Dwayne took the first step in changing his path and enrolled in the INSPIRE Young Adult Program.

One of Dwayne’s first steps in the program was to attend a two week employability/work readiness class called, “Roadmaps to Success”. Road Maps to Success

is a preparatory class that is designed specifically for young adults, and provides them with the tools required to be successful in job search, landing a career position and successfully maintaining employment. From the beginning, Dwayne demonstrated a high level of energy and enthusiasm and much like his peers, was very open to advice and encouragement to be successful. Dwayne displayed strong characteristics of determination, commitment and consideration throughout his early participation. He was so determined, he rode his bicycle over six miles round trip daily to attend each class. Dwayne was offered bus passes upon enrollment but suggested that they be given to someone else because he had his bike. This was a time of year when the weather conditions tend to be very cool with frequent rainy days. Through all this he was always present and on time. It was a great display of his perseverance!

While attending Road Maps to Success, Dwayne embraced each and every lesson taught to him. He learned how to properly present himself on paper; how to interact with hiring representatives while selling himself; how to research the labor market to gain insight on careers that are in demand; and how to search for and utilize other services that he may need to succeed. When the Road Maps to Success Class ended, Dwayne was a lot more confident presenting

himself for available opportunities and the rest of his story truly demonstrated just that!

Dwayne's employment goal was to work in the customer service/retail environment. His skills assessment revealed that he is good at organizing information and goods; skills that are extremely beneficial across multiple industries. By using the techniques provided in Road Maps to Success, Dwayne transitioned into a local retail store for work experience. Work experience opportunities are yet another component of the INSPIRE program that afford young adults that lack work place skills to develop them in a real work environment. Not to anyone's surprise, Dwayne excelled during his work experience. He was extremely comfortable meeting new people and he displayed an energetic, helpful personality while working. He gained customer service skills, interpersonal skills and oral communication skills and received great reviews from the employer. When his work experience ended, Dwayne worked with his INSPIRE Employment Consultant to get assistance with obtaining full-time employment. With a combination of the skills

gained in Road Maps to Success and good work ethic, Dwayne's Employment Consultant recommended him for employment at a local retail company.

Dwayne's Development Consultants continued to work with Dwayne post-employment, as they were confident that Dwayne would not be fully self-sufficient earning less than \$10 per hour. Dwayne was exposed to various industries through additional meetings with staff. Dwayne did his homework and decided to consider the change and worked with his Employment Consultant to assist him in the transition. With the help of the INSPIRE team, Dwayne was hired, and is still employed full-time at Hunter Farms, as a filler operator making of \$16.00 per hour and full benefits.

Dwayne has gone from aging out of the foster care system, being reunited with his birth mother and becoming self-sufficient member of the community. Dwayne has a bright future ahead of him all because he stopped to talk with an NCWorks INSPIRE Young Adult representative at a local community event introducing resources to residents.

## High Country WDB

### Justin Helton

Justin was enrolled into youth services June 2016. The NCWorks Career Center staff were contacted directly about Justin from the Avery County Schools Superintendent. Justin had just completed high school, but had been identified by school personnel as being at great risk due to recent events.

When Justin was 14, his mother was sentenced to pris-

on for seven years due to drug charges which resulted in him being uprooted and moved to a new county and school to live with grandparents. The transition was hard for him and he began to have behavioral problems. An incident occurred on the school bus, which earned Justin a misdemeanor. From that point, he returned to Avery County and bounced from relative to relative and friends for a place to stay. His

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## High Country WDB

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father and grandfather are chronic offenders themselves, which further deteriorated Justin's situation. When NCWorks staff met Justin, he was living with his 18 year old girlfriend and other friends as could be arranged. He had no real plans, and somewhat of an attitude of not needing anyone or anyone telling him what to do. However, staff from our office and the school system saw the great potential in Justin. A paid work experience was arranged for him at the Avery school bus garage, where he could learn more about mechanic work, which he had great interest in. Shortly after, Justin was called to court for his offence on the school bus when he was 14. He was sentenced to 60 days in county jail and charged with a misdemeanor. While in jail, he actually served time with his paternal grandfather, who had been incarcerated as well.

Justin's career advisor and school staff continued to stay behind and support Justin. His career advisor visited him at the jail several times, taking library books on auto mechanics for him to study. He studied all he could while there. Justin stated that a local pastor had visited also bringing him a bible and he "read the entire thing." Justin did not get in any trouble while serving his time, with the sheriff saying he was a model prisoner. The Avery school superintendent agreed for Justin to continue his paid work experience after getting out of jail in mid-August. He returned to his work experience the next day after being released. Justin's work performance was exceptional, but transportation was a problem and he constantly overslept. Ken Townsend, the HR director, gave him several warnings and bought

him an alarm clock to show how much he cared and wanted to help. Justin's behavior improved immensely.

Justin had issues with depression after being released from jail and was required to attend classes through a mental health agency in order to obtain his driver's license. Justin completed the courses, but the agency he went through was audited and closed by the state, which delayed Justin's paperwork being sent to the DMV. His career advisor worked tirelessly to obtain and help push through his paperwork.

In March his career advisor helped in getting Justin to the DMV, where he failed the written test to get his permit. The examiner told them to come back the next day to retest. The career advisor once again arranged transportation and Justin passed to earn his permit. Justin had to keep his permit for 10 days, at which time he returned and earned his license. Avery County Schools had a part time bus garage opening and allowed Justin to wait for an interview until he had obtained his license and was eligible. The Board of Education voted unanimously to hire Justin for the part time position, with the praises of his supervisor during his work experience. Justin began working officially for Avery County Schools on March 28th, 2017.

Since that time, Justin has obtained a full time job with H&H trucking in Elk Park starting out at \$15 per hour. Justin works four, ten-hour days at H&H and continues to work one, ten-hour day at the school bus garage. Justin wants to work at H&H, where he will earn more money, so he can save to get a lawyer and have his charges reduced. Avery County Schools feels

that after that is done, they can offer Justin a full time position. This will give Justin choices of where he wants to work. According to Brian King, Avery Schools Transportation Director, Justin's work performance continues

to improve and says he has a "natural talent for auto mechanics". He along with everyone else is glad that support was there for Justin and he could work through barriers to reach his true potential.

## Kerr-Tar WDB

### **Maria Rojas Galvan**

The Workforce Innovation Opportunities Act (WIOA) Program at Granville County Public Schools seeks to form partnerships throughout Granville County and beyond for participants to engage in work experiences. One of the most valuable partnerships formed during Program Year 2016 was with Granville Health Systems in Oxford. Hospitals and medical facilities are often reluctant to collaborate to bring young adults into their facilities, but since its inception, this collaboration has proven to be beneficial for all parties involved.

Maria Rojas Galvan, a 2016 graduate of Granville Central High School in Stem, has benefitted from this partnership. Maria was enrolled in the WIOA Program in the summer of 2016. Jaynette Howard, WIOA Coordinator for Granville County Public Schools, partnered with Vance-Granville Community College's WIOA program to gain additional skills to broaden her career opportunities, and Maria decided to begin her career in healthcare through a Certified Nursing Assistant (CNA) class. VGCC's WIOA Program paid for Maria's tuition and other course materials which were required for the course.

Within 4 months, while overcoming some hurdles that were beyond her control, Maria successfully completed the course and passed the state-administered assessment to become a certified CNA. In February

2017, Granville Health Systems agreed to host Maria through the work experience partnership with the Granville County Public Schools. She was employed in the Surgical Unit of the hospital in the capacity of Receptionist/CNA. During that work experience activity, Mrs. Howard also guided Maria through job searches that included the hospital, a nursing center, and home health agency. Maria's supervisor was very pleased with her job performance, and within two months of beginning her Work Experience, Mrs. Howard was contacted by Melanie Hobgood of Granville Health Systems Human Resources Department to inquire whether the hospital could hire Maria as a full-time employee.

Maria was hired by Granville Health Systems in May 2017. She remains enrolled in the College transfer program at Vance-Granville Community College seeking an Associate's Degree in Science, and she wants to become a Certified Nutritionist.

The partnership with Granville Health System has expanded beyond expectations during the last year. The HR Manager, Melanie Hobgood, is involved with various NCWorks Career Center events; she is planning social events with the business services team to recruit qualified candidates, and she has hired or offered jobs to 3 of the Program's young adults in the last 6 months.



## Lumber River WDB

### **Tyzhee Brown**

Tyzhee is a youth enrolled in the Scotland County Schools WIOA In-School Youth Program. Tyzhee is recognized because of his determination. Tyzhee wanted to gain some employability skills and earn some money in order to get his automobile fixed and on the road. Tyzhee did what he said - he gained employability skills and put his car on the road. Tyzhee worked and paid for the maintenance and insurance necessary to get his car working and on the road. Tyzhee also got his driver's license. Tyzhee now has the means to gain employment and get to and from work and is currently seeking FT, unsubsidized employment.

### **Kiquila Dockery**

Kiquila is a youth enrolled in the Hoke County Schools WIOA -Out of School Youth Program. Kiquila came into the program with the goal of becoming gainfully employed and becoming self-sufficient. She showed an interest in the Food Service Industry. Throughout the program year, she has tediously worked towards achieving these goals. She was struggling financially and needed immediate assistance. She has participated in Leadership activities, team building activities, job readiness trainings and workshops to assist her with meeting her goals and becoming more employable. She has participated in the local area Youth Empowerment Summit and Real World Event learning skills for empowerment and how to prepare for real life events (budgeting, banking, insurance, etc.). Kiquila has completed a work experience at Beans Gone Wild and even arranged her transportation to and from work

through the Hoke Area Transit Service. After completion of the work experience, the work site supervisor requested that Kiquila begin an internship to gain training at Beans Gone Wild in the kitchen to gain skills to assist her with unsubsidized, full time employment. Her supervisor expressed that she is an asset to their business and that given the opportunity to expand her job skills, she would be an excellent candidate for a management position. Kiquila completed her internship with Beans Gone Wild and felt that she had gained the necessary skills to assist her with becoming more self-sufficient. Kiquila was interested in FT employment with Beans gone Wild, but another opportunity in Food Services came her way and she found PT employment at Fresh Foods IGA in the deli. She also works at Burger King PT and continues to seek FT employment in the Food Services field. Ultimately, Kiquila felt that she accomplished what she set out to do at enrollment and she continues to strive to better herself and overcome challenges that she is faced with. She is currently still enrolled in the program.

### **Zachary Harris**

Zachary is an In School Youth Richmond County WIOA-enrolled in Ashley Chapel Education Center (an alternative school). Zachary was struggling with school, started hanging with the wrong crowd and had very little guidance/supervision at home. He was not going to school and was not interested in school. His principal at school referred him to the Richmond County WIOA program because he saw something in this youth and knew that this youth had potential. Through WIOA and the constant encouragement of the staff,

he became interested in school and his grades started improving overnight-literally. He started the program with a basic skills deficiency in literacy and numeracy. Zachary really pushed himself and consumed himself with his school work and his entire attitude towards school and his future changed. He started a work experience at the school and participated in workshops on soft skills, leadership, job readiness, etc. Zachary completely dedicated himself and he overcame his

basic skills deficiencies and he graduated salutatorian of the class of 2017 Ashley Chapel Education Center. The principal talked about Zachary's dedication and how sometimes it just takes someone to invest an interest in our youth and believe in them. Currently, Zachary is working an unsubsidized PT job at Food Lion and he is talking about seeking FT employment and perhaps enrolling in post-secondary education.

## Mountain Area WDB

### **Cinthya Gonzalez**

After graduating high school, Cinthya worked hard to juggle the responsibilities of being a full-time mother and a full-time employee. That would be enough for anybody, but Cinthya knew she wanted to return to school and pursue a CNA license so that she could have a better future than working in food service. Cinthya sought out resources to help her through school, and that led her to Goodwill where she signed up with WIOA. WIOA staff helped her walk through the registration and orientation process and provided her funding to be able to take the course and pay for books. Cinthya started her Nurse Aide class in April 2016. Due to her work schedule and childcare situation, Cinthya had to sacrifice her evenings and weekends to be able to squeeze class into her already busy schedule. She relied on assistance from WIOA to help pay for gas so that she could cut some work hours to be able to study and go to class. She even found time to add in a workplace experience placement at Care Partners, where she got to assist in all areas of the facility. Cinthya was one of the most coveted workers and was always in demand at the facility. Cinthya passed the NA1 course and earned her state CNA

license. She is now employed at Care Partners and would like to pursue further training to advance her career in the healthcare field.

### **Egan Beck**

Egan came to WIOA as a high school dropout who wanted to earn his GED. WIOA staff directed him to AB Tech to connect with the Department of Transitional Studies so that he could prepare for GED testing. Egan quickly worked through the tests and was able to receive funding through WIOA to pay for his tests. WIOA staff encouraged him to consider post-secondary education and walked him through the overwhelming process of applying for financial aid, looking for scholarships, applying to school, and registering for classes. He's now in his second year of studying Information Systems Technology at AB Tech and is excelling in the program. WIOA also assisted him in gaining work experience in the field by setting him up in a paid workplace experience at AB Tech in the IT department. Egan is gaining valuable hands on experience in networking, programming, security, and other areas and is going to be hired as a student worker upon successful completion of the workplace experience.

## Northeastern WDB

### Jessica Ambrose

After attending high school Jessica Ambrose knew that she wanted to attend college to get a degree, but she was unsure of what field to pursue. Although Jessica wanted to attend college, she did not know how she was going to afford it. She was introduced to the NCWorks NEXTGEN program by one of her friends. Jessica was a single parent in need of childcare, transportation assistance and tutoring to help her reach her goals. She received the assistance she needed and excelled in school. She faithfully attended tutoring services throughout her time in college and now has two associate degrees (Human Services Technolo-

gy and General Occupational Technology) from the College of the Albemarle. Jessica graduated with a 3.3 GPA. She gained real life work experience with the Pasquotank County Department of Social Services and completed 800 hours of paid training through the NWDB NCWorks NEXTGEN program. Jessica also received work readiness and soft skills training while in the program. The program taught Jessica skills for the workforce that she otherwise would not have learned. When asked about the NEXTGEN program, Jessica said, “My experience with this program was a wonderful adventure that I will never forget. It helped me to create the stepping stones to my life, and I think all youth should be afforded this opportunity to succeed.”

## Northwest Piedmont WDB

### Benjamin Barrett

When Ben came to eLink this spring, he needed assistance with his education and work experience. His unstable living environment created some challenges that he needed additional assistance with as well. Ben immediately began job readiness training and learned about how to get a job and how to be a good employee. Soon after, Ben began working in the Goodwill store where he has gotten nothing but compliments on his work ethic.

Ben decided that he wanted to explore his passion for cooking by taking the Culinary

Arts class through Forsyth Technical Community College and the Triad Community Kitchen. Before enrolling, Ben needed to get certain scores on his placement test. With the help of eLink, Ben tutored and tested and was able to enroll. He began classes in May and is learning culinary skills, knife skills, baking skills, kitchen safety, and mass food production. Because of his performance, he was chosen to volunteer on the weekend at the Providence Restaurant. Ben is looking forward to his internship and has hopes to earn employment in a restaurant soon after his graduation. Ben says that he “really appreciates everything eLink staff has done to help.”



## Tiffany Joyce

Tiffany left high school to take care of her siblings after her mother had a stroke. It was around this time that she also became pregnant with her first child. She



knew that she wanted to complete high school, so Tiffany joined a program that assisted her with getting her High School Equivalency. After earning her GED, Tiffany was still having a hard time finding employment because of her background. After the passing of her daughter, Tiffany came to eLink in hopes to get a new start. She

was behind on her bills, had four children to feed, and her family was strained after the loss of her daughter. Tiffany needed help finding a career path and getting a job to pay her bills. After completing an intensive job readiness training and mock interview, Tiffany was ready to work. She started out working in the eLink office as an intern. She assisted staff with filing and data entry and even acted as a peer mentor to other participants. Staff soon learned that Tiffany needed more of a challenge in the direction of her career focus. Her dream was to become a lawyer. eLink arranged for Tiffany to do work experience with Cecil Summers Attorney at Law. Since she started working there, she has learned a lot about the field of law and has been inspired to start the paralegal program at Forsyth Technical Community College in the fall. Her daily work includes filing, assisting customers, receiving

payments, data entry, and answering phone. Tiffany has accompanied Mr. Summers to the courthouse and sat in on one of his cases already. She was even able to meet the judge and district attorney. Tiffany says that the way she has overcome her challenges to be successful is because “no matter how many times I get knocked down, I always get back up, shake the dust from my feet and shoulders, and push even harder.”

## Bryant Ingram

Bryant is an eLink Youth participant and one of the best youth we have in the program. Before Bryant enrolled in our program he had just graduated from high school in 2015. Bryant comes from a single parent home where he lives with his mom and younger sister. Bryant decided to find employment to help his mom out and hold off on school. Bryant decided he wanted to pursue his dreams and further his education with the help of the eLink program in February of 2016. Bryant explained to his case manager that his goal is to become a Mortician, so his case manager set up Bryant with a work experience at Hooper's Funeral Home so he can gain experience in the funeral home business. Bryant has enrolled at Forsyth Technical Community College where he is studying Business Administration. He plans on being there for two years and then he plans on enrolling at Fayetteville Tech where he plans to major in Mortuary Science. Bryant makes our jobs easy; working at KFC, participating in work experience at Hopper's Funeral Home, and going to school show you how responsible and dedicated he is in pursuing his career as a Mortician.

## Region C WDB

### Michael Herbert

Michael is an out of school participant who has overcome many obstacles to become successful. When we first met Michael, he was living in a local shelter and wanted to complete high school and get a job. It was clear that he had the motivation and ability to succeed, but he needed someone to support him and help him get started. Once Michael proved to be productive in his adult high school classes, we placed him in a work experience at a local grocery store. He immediately impressed management, and has quickly become a customer favorite at the store.

Michael worked through his credits and graduated from Cleveland Community College with his Adult High School diploma last year. He continued to work through our program earning money so he could move out of the shelter and into his own place. He soon bought his own car and moved out of the shelter. He has been a tremendous success at his work experience, and has earned many positive evaluations by management.

Michael was happy to be working, but knew he wanted to do more. He considered several options including college, the military, and other career opportunities. Michael decided the military was the right choice for him, and he was recently accepted into the Air Force. He will leave in September and he is very excited about this new adventure, and we know he will continue to be a success. Michael is a true example of someone who did not let his past or his circumstances determine his future.

### Destiny Mader

Destiny has unfailing dedication, commitment and perseverance to self-improvement and career attainment. Her story began in a less than stable home environment. She found herself being shuffled from state to state as her parents fought for custody. A second marriage for her mother ended in divorce. They struggled with poverty and homelessness, moving from place to place and hopping from school to school. At the age of 13, Destiny began working with the carnival. She enrolled in and was accepted into McDowell Early College and thrived, but it too was short lived. The current “man of the house” did not work, and tension over the lack of income remained constant. Destiny was badgered by him to quit school and get a job. The home environment became too strained, and Destiny dropped out of school and out of the house. She packed her sleeping bag and called a spot under a Main Street bridge her home. Destiny’s perseverance never died. She landed a job at McDonald’s and housing with a “wrong crowd”. Efforts to support herself failed as most of what she made went to others, and attempts at completing her GED failed. For several months her life went nowhere. A second round of employment at McDonalds stuck. Someone saw the leadership potential she possessed and she began training for management. Living on a McDonald’s salary and supporting several people kept life a daily challenge.

Dabbling in a leadership role with McDonalds, Destiny realized a glimmer of ability. Her interest in helping others was both a strength and a downfall. Because

she took so much time helping others, she had little time to invest in herself. She first sought information about the WIOA Youth Program for her boyfriend Daniel. She hesitated asking for any assistance stating “someone else needs this help more than I do”. She didn’t want to rob someone else’s opportunity. As Daniel was enrolled in Youth, Destiny was curious about the Manufacturing Certification class. Six weeks later she graduated with several national certifications, her GED and was enrolled in WIOA Youth. She was in class five to six hours daily, then worked all night. In her “spare time” Destiny performed her Work Based Learning at the NCWorks Center 20 hours a week. She found her passion in teaching, and rolled up her sleeves to assist in the classroom. A sponge for learning and role model of doing what’s right, she serves as a role model to other students and patrons at the Center, modeling those ideal traits desired by employers. She is mature beyond her young age. Learning for Destiny is like breathing. She does not shy away from new endeavors. Destiny now assists at McDowell Technical Community College - in office work, classrooms and wherever she is needed. She takes it upon herself to master new systems and materials. Most notable, however, is her compassion in helping others.

Destiny is currently enrolled in Web Technology at McDowell Technical Community College. She describes her future goals as suffering from “shiny object syndrome”, knowing options are wide open to her. She has been inducted in the Phi Theta Kappa International Honor Society, as well as the National Vocational Honor Society. She is most proud that she has just gotten her driver’s license.

At the NCWorks Center, Destiny covers Welcome, the employability lab, assists DWS and college staff, and takes an active roll in the classroom. She is comfortable providing one-on-one tutoring or facing an entire group. She has spoken to civic groups about the services of the Center, and has attended Workforce Pipeline meetings. She has served on a special team to address a technological need for a local major industry. She helps at the college in “crunch times”, and they’d prefer to keep her if we allowed it. You’ll also find her manning booths at community events. It’s not unusual to have people fighting over Destiny. After a lifetime of rejection, poverty and failures, she has discovered her niche in life and her future is wide open. She’s truly a success story of what a hand up mixed with encouragement and motivation can do for a person.

## Region Q WDB

### **Shaqwanda Moore**

Shaqwanda came to the Youth/NEXTGEN program as a single mother working part time, barely making ends meet. She knew she needed to make a change and loved working with the public and accepted an OJT opportunity with Metropolitan Property Management in the Accounting/Reception department. Shaqwanda began working at Metropolitan in February of 2017.

While working at Metropolitan, Shaqwanda learned their filing systems, data entry system, to manage rental properties, state and federal laws pertaining to property management, accounts receivables and accounts payables procedure, bank deposits and refunds and much more. She was able to attend specialized training (Southeast Affordable Housing Management

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## Region Q WDB

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Association Training) to upgrade her knowledge.

Today, Shaqwanda feels she is finally able to take a deep breath knowing she is financially stable and no longer living paycheck to paycheck. She is able to bet-

ter provide for her 6 year old son and they are moving into a larger space at the end of the month. Now that she is working a steady schedule she is able to spend more quality time with her son. Shaqwanda concludes she is healthier and happier now that she has gotten back in the gym and has been working on her financial, physical, mental, and spiritual well-being.

## Regional Partnership WDB

### Anthony Harlan

Anthony “Skylar” Harlan applied for the Workforce Innovation and Opportunity Act (WIOA) program on June 15, 2016. At the age of 16, Skylar’s life turned upside down when his mother passed away. During this time, Skylar had become a foster child and eventually was adopted by his grandmother.

Skylar experienced a very hard time coping with the passing of his mother. Many areas of his life were affected. His grades decreased and his behavior escalated to a point where his grandmother kicked him out the day he turned 18.

Skylar, still enrolled in his senior year of high school, became homeless. His high school guidance counselor assisted with placing Skylar in a shelter as well as referring him to the WIOA young adult program.

Finally, Skylar recognized potential in life and felt he was needed so he fought hard to succeed with the intent to graduate high school and hopefully join the Navy. His determination and will-power was evident when Skylar graduated Southwestern High School in June of 2017 and immediately met with the Navy recruiters to discuss military options.



Skylar will be joining the Navy in the near future once he completes certain requirements in order to be accepted. In the meantime, Skylar has found employment as a Security Officer for Marksman Security at the International Home Furni-

ture Center (IHFC) in High Point. The Training Director quoted, “Skylar is an impressively motivated young man and we are happy to have him on our team”.

Skylar was hired on the spot as a full time permanent employee.

## Southwestern WDB

### Brittani Clark

Brittani had just gone through the court system to become an emancipated minor. She was pregnant, alone and struggling to make ends meet. Then one day she visited the Haywood Community Learning Center (HCLC) in Waynesville, NC. The out of school dropout recovery program would provide just what she was looking for. There she met a WIOA Youth Specialist who discussed her needs. Brittani decided at that point that she needed to complete her high school education. She wanted to achieve this goal but did not know how to go about it. She still needed assistance with housing, transportation and employment.

Brittani enrolled into the WIOA Youth program and began to work toward her high school diploma. She also wanted to gain some work experience that she

could put on her resume. The WIOA Youth Specialist worked with her to set up a paid work experience with a local non profit, Mountain Projects, Inc. With help Brittani was able to obtain the proper work attire needed for the the work experience. Before long Brittani was working in a clerical position with the non-profit's WNC Healthcare Navigator program.

During this time Brittani was able to purchase a car, and obtain housing. After completion of her work experience, Brittani obtained a part-time position as an Office Assistant with Mountain Projects, Inc. Brittani continued to work on her high school diploma and received it in May 2017. Once she received her diploma she was then offered a full-time position with Mountain Projects, Inc. She is still currently employed with them in a clerical position and intends to enroll in college in Spring 2018.

## Triangle South WDB

### Sophia McLean

Sophia came to the Harnett County Department of Workforce Development as a 15 year old who was failing most of her classes and being raised by her elderly grandmother. Once she enrolled into the WIA Youth program, her Case Manager, Anitra Hart, was there to give her the help and support she needed. With additional assistance from her teachers, and through connecting with peer tutors, Sophia was able to raise



her grades to a B average by her junior year, and now has an A average in her Senior year.

In addition to making academic progress, Sophia's self-confidence has increased exponentially. Through her participation in Leadership Development activities and exposure to Adult Mentors, Sophia has not only gained confidence in herself, but has developed better social skills, and most

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## Triangle South WDB

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importantly, a positive attitude. Her regular workshop attendance has given her the skills needed to become a leader amongst other program participants, and has even volunteered to lead a workshop herself. Sophia has become more dependable, and has learned the importance of being accountable for her actions.

Sophia graduated from Western Harnett High School

in June 2016 and plans to enroll in the nursing program at Central Carolina Community College to become a Registered Pediatric Nurse.

In July of 2016, Sophia was selected as the winner of the Governor's NCWorks Award of Distinction – Outstanding Teen. This October, Sophia will be presented with her award at the 2016 NCWorks Partnership Conference Awards Banquet in Greensboro, NC.

## Turning Point WDB

### Devonte Dickens

While living in Williamsburg Virginia, Devonte Dickens found himself struggling, facing failure after failure, doing things that would lead him to jail or death. Through defiance and procrastination, it seemed like he could never get things back on track. That's when he received a call from his father, Mr. Eric Dickens, a Rocky Mount native. Eric had known about Turning Point Workforce Development and OIC and its High School Equivalency program having witnessed several relatives graduate from the program. Though unsure and apprehensive, Devonte made the choice to take a leap of faith and move to Rocky Mount. After speaking with Denise Moody, OIC's Education Services Manager, Devonte enrolled in OIC's High School Equivalency program.



“Devonte was pretty defiant in Virginia, but when he got here, I told him that he needed to get his GED or his diploma,” said Eric Dickens.

Five months later, Devonte has accomplished his goal. He now has a solid job at TJ Max, which he secured

after completing his 5-week paid work experience and he has earned his High School Equivalency Diploma. When asked about his long-term goals, Devonte responded that college is definitely on his radar. Smiling ear to ear, he confidently proclaimed that he is eager to keep the ball rolling.

And it doesn't stop there. Devonte is already paying it forward. Classmates recognizing his rapid matriculation through the program frequently ask him for advice and he proudly offers his time and insight. “They ask me

about job placement and I tell them that they have to get serious about their success. You have to show them that you really want it and that you are able to adapt to change.” Devonte’s story is a ratification of the importance the community has in empowering its residents. OIC’s slogan is Helping People Help Themselves, but the key factor is the establishment of valuable and genuine relationships. Both Devonte and his father

spoke highly about OIC’s education department and the unwavering commitment of the staff and faculty.

Turning Point Workforce Development Board and OIC is proud to be your partner in your flight to success. A journey of one thousand miles begins with one single step.

## Western Piedmont WDB

### Jade Jones

Jade is a 22 year old with a desire to work in the healthcare field. Jade requested WIOA funds in July 2016 to help her to get her Phlebotomy certification and start her journey into the healthcare career field.

Jade is considered low income and has been in and out of foster care throughout her childhood. Jade was reading at an 8th grade level when she came into the program. She worked hard and studied daily to increase her scores so that she could get into the Phlebotomy class at CVCC. Jade faces struggles everyday such as her car breaking down often, however, she is always determined and constantly looking for the positive in life. Jade completed the Phlebotomy class at CVCC Alexander in February and passed her state ASPT exam the following month. She participated in a 400 hour work experience placement at Cooperative Christian Ministries (CCM) in Hickory helping the phlebotomist and clinic staff. CCM staff constantly praised Jade for her positive attitude and stated how reliable she was. Not only did she



come to work on time every day, but she always had a smile on her face and always helped out whenever she could. Even though Jade has completed the paid work experience, she continues to volunteer on her days off in the CCM clinic helping the phlebotomist. Jade is currently working full time and saving up money so that she can go to college to get her LPN and eventually her RN. Jade overcame all the barriers that she faced and maintained her positive attitude throughout the program and beyond.

Jade has been an absolute pleasure to work with and never ceases to amaze me!



## Grant Recipients

### Cape Fear Workforce Development Board

EDSI	\$631,600
LINC Inc	\$96,000
Southeastern Community College	\$250,000
Telamon Corporation	\$250,000

### Capital Area Workforce Development Board

Educational Data Systems, Inc. (EDSI)	\$1,044,344
Johnston County Industries, Inc. (JCI)	\$525,000

### Centralina Workforce Development Board

Union County Community Action Agency, Inc (Anson County)	\$160,379
Salisbury Rowan Community Action Agency, Inc. (Cabarrus County)	\$201,979
I-Care, Inc. (Iredell)	\$197,804
I-Care, Inc. (Lincoln)	\$126,599
Salisbury Rowan Community Action Agency, Inc. (Rowan County)	\$256,846
Resource Development Center (Stanly County)	\$144,957
Union County Community Action Agency, Inc (Union County)	\$239,278

### Charlotte Works Workforce Development Board

ResCare Workforce Services	\$501,038
MeckEd	\$429,922
Central Piedmont Community College	\$926,000

### Cumberland County Workforce Development Board

ResCare Workforce Services	\$334,800
Cumberland County Schools	\$233,659

### DavidsonWorks Workforce Development Board

Davidson County Community College	\$221,000
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### Durham Workforce Development Board

Community Partnership Inc.	\$325,000
Achievement Academy of Durham	\$77,685



**Eastern Carolina Workforce Development Board**

Carteret Community College	\$191,621
Coastal Carolina Comm College	\$121,159
Craven County Board of Education	\$148,390
Greene Lamp, Inc.	\$353,024
Jones County Board of Education	\$128,213
Lenoir Community College	\$234,166
Onslow County Board of Education	\$168,086
Wayne Community College	\$97,185

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**Gaston County Workforce Development Board**

Gaston College	\$535,000
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**Guilford Workforce Development Board**

ResCare Workforce Services	\$1,561,213
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**High Country Workforce Development Board**

Wilkes Community College	\$350,000
Mayland Community College	\$235,000

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**Kerr-Tar Workforce Development Board**

Piedmont Community College	\$145,000
Vance-Granville Community College	\$231,000
Granville County Public Schools	\$105,000

**Lumber River Workforce Development Board**

Bladen Community College	\$112,871
Hoke County Schools	\$131,952
Partners In Ministry-Richmond County In/Out School Youth	\$135,112
Partners In Ministry-Scotland County Out of School	\$111,528
University of NC at Pembroke	\$450,540
Scotland County Schools-Scotland County In School	\$37,176

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**Mountain Area Workforce Development Board**

Madison County Schools	\$98,064
Buncombe County Schools	\$156,848
Green Opportunities	\$75,877
Goodwill of NWNC	\$95,865
Henderson County Schools	\$145,156
Transylvania County Schools	\$93,080

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**Northeastern Workforce Development Board**

Sylvan	\$65,000
Northeastern WDB	\$422,655

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**Northwest Piedmont Workforce Development Board**

Davidson County Community College	\$72,650
Mount Airy City Schools	\$173,250
Piedmont Community College	\$67,416
Goodwill NW North Carolina-Forsyth	\$316,153
Goodwill NW North Carolina-Stokes	\$239,833
Goodwill NW North Carolina-Rockingham	\$52,350
Goodwill NW North Carolina-Yadkin	\$42,250



## Grant Recipients

### Region C Workforce Development Board

Clay Wilson & Assoc.	\$163,351
MCDowell Community College	\$174,002
Cleveland County Board of Edu.	\$318,536
Region C Workforce Board	\$143,266

### Region Q Workforce Development Board

Greene Lamp	\$154,046
Choanoke Area Development Assoc.	\$150,834
Choanoke Area Development Assoc.	\$151,573
Choanoke Area Development Assoc.	\$132,021
Pitt Community College	\$300,853

### Regional Partnership Workforce Development Board

RCSC/Alamance County	\$221,226
RCSC/Montgomery County	\$74,297
RCSC/Moore County	\$110,664
Orange County DSS-Youth	\$236,532
RCSC/Randolph County	\$207,487

### Southwestern Workforce Development Board

Southwestern WDB	\$89,759
Region A Training and Education Consortium (RA-TEC)	\$400,000

### Triangle South Workforce Development Board

Central Piedmont Community Action	\$119,071
County of Harnett	\$282,766
Johnston County Industries	\$343,800

### Turning Point Workforce Development Board

Choanoke Area Development Association, Inc.	\$184,851
Halifax County Cooperative Extension Service	\$67,422
Rocky Mount Opportunities & Industrialization Center	\$508,737
Weldon City Schools	\$46,821
Opportunities & Industrialization Center of Wilson County	\$310,274

### Western Piedmont Workforce Development Board

Ross Innovative Employment Services	\$833,030
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# WIOA Youth Expenditures

All Workforce Development Boards - July 2016 - June 2017

	Operating Costs	Total Operating Costs										
		Name	Name	Name	Name	Name	Name	Name	Name	Name	Name	Name
		Cape Fear	Capital Area	Durham	Centralina	Charlotte/Meck	Davidson	Eastern Carolina	Gaston	Guilford	Kerr Tar	Lumber River
Expenditures		Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)
	Direct Salaries	\$505,728.09	\$706,629.79	\$295,126.15	\$586,639.07	\$875,484.11	\$156,740.12	\$521,645.74	\$278,435.74	\$723,519.26	\$218,584.31	\$366,471.82
	Fringe Benefits	\$168,621.22	\$188,292.29	\$84,260.78	\$158,157.80	\$224,010.45	\$62,599.23	\$174,841.91	\$75,800.40	\$182,685.52	\$73,015.08	\$129,590.80
	Indirect Costs	\$138,269.67	\$118,705.11	\$33,710.45	\$164,664.58	\$91,195.35	\$0.00	\$48,689.27	\$0.00	\$71,534.91	\$47,057.95	\$31,195.04
	Staff Travel Expenses	\$39,853.02	\$13,817.56	\$5,196.94	\$21,090.09	\$30,097.54	\$5,327.14	\$40,177.87	\$1,988.29	\$8,674.24	\$9,178.58	\$23,248.11
	Staff Training	\$5,415.00	\$23,588.92	\$1,971.11	\$1,788.50	\$22,464.24	\$450.00	\$3,178.60	\$1,601.82	\$7,818.81		\$0.00
	Advertising & Public Relations	\$332.54	\$2,956.63	\$0.00	\$925.33	\$10,317.12	\$0.00	\$1,225.66	\$0.00	\$7,423.06	\$150.06	\$0.00
	Printing & Publications	\$1,203.25	\$3,092.99	\$1,955.12	\$858.63	\$1,866.06	\$51.87		\$216.00	\$701.05		\$4,439.97
	Meeting Related Expenses	\$880.95	\$3,249.46	\$7,592.77	\$688.96	\$4,105.00	\$0.00	\$15,373.46	\$1,078.90	\$929.66	\$1,066.35	\$4,610.50
	Materials, Supplies, & Postage	\$42,579.81	\$26,661.16	\$1,882.28	\$6,897.91	\$20,996.76	\$1,951.29	\$9,441.23	\$1,872.28	\$15,869.76	\$1,003.11	\$32,802.32
	Insurance	\$4,113.93	\$3,482.57	\$1,532.47	\$8,255.41	\$6,402.39	\$0.00	\$3,592.52	\$0.00	\$6,581.87		\$0.00
	Occupancy Costs - Lease/Utilities	\$141,378.16	\$130,584.87	\$30,952.79	\$48,980.55	\$59,466.01	\$8,480.38	\$22,778.78	\$0.00	\$234,618.92	\$9,735.24	\$53,145.00
	Equipment	\$128.39	\$5,964.31	\$216.36		\$11,585.63	\$2,249.90	\$5,355.96	\$5,338.00	\$83,820.37	\$6,857.27	\$7,929.41
	Communications	\$19,206.26	\$20,878.75	\$8,170.23	\$2,131.16	\$28,432.21	\$5,459.43	\$1,076.57	\$2,363.33	\$30,280.47		\$0.00
	Subscriptions & Dues	\$1,828.26	\$5,907.93	\$1,150.00	\$916.17	\$4,258.00	\$562.80	\$5,881.70	\$0.00	\$3,794.31	\$4,591.28	\$0.00
	Profit		\$0.00	\$0.00		\$31,682.00	\$0.00		\$0.00	\$67,499.66		\$0.00
	Other - Program Costs	\$8,409.11	\$0.00	\$2,988.56	\$8,688.84	\$16,819.73	\$1,975.00		\$0.00		\$15,534.83	\$37,891.77
	Other - Prof. Services/IT/Contract Labor	\$208.58	\$16,804.72	\$669.94	\$19,477.79	\$35,068.00	\$1,323.00	\$7,439.26	\$0.00	\$8,955.33	\$2,851.54	\$0.00
	Other - Audit Costs		\$0.00	\$0.00		\$0.00	\$0.00	\$10,849.00	\$0.00	\$0.00		\$0.00
	Other - Admin Alloc to Program		\$0.00	\$0.00			\$976.23	<b>-\$7,205.41</b>				\$0.00
	<b>Total Staff Costs</b>	<b>\$1,078,156.24</b>	<b>\$1,270,617.06</b>	<b>\$477,375.95</b>	<b>\$1,030,160.79</b>	<b>\$1,474,250.60</b>	<b>\$248,146.39</b>	<b>\$864,342.12</b>	<b>\$368,694.76</b>	<b>\$1,454,707.20</b>	<b>\$389,625.60</b>	<b>\$691,324.74</b>

	Participant Training Costs	Total Participant Training Costs										
		Name	Name	Name	Name	Name	Name	Name	Name	Name	Name	Name
		Cape Fear	Capital Area	Durham	Centralina	Charlotte/Meck	Davidson	Eastern Carolina	Gaston	Guilford	Kerr Tar	Lumber River
Expenditures		Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)
	<b>OJT Wages Reimbursement</b>	\$13,415.21	\$80,122.25	\$0.00	\$47,448.88	\$0.00	\$0.00	\$4,640.02		\$4,261.50		\$42,182.95
	<b>Internship &amp; Work Experience Wages &amp; Fringe Benefits</b>	\$196,538.51	\$308,987.13	\$39,467.95	\$188,190.77	\$376,842.39	\$85,897.57	\$451,291.09	\$116,275.54	\$402,875.48	\$70,772.63	\$422,917.17
	<b>Class Size Training</b>		\$0.00	\$0.00	\$3,301.50	\$0.00	\$0.00		\$0.00	\$0.00		\$0.00
	<b>Supplies (Books, Uniforms, and Other Training Supplies)</b>	\$10,659.75	\$0.00	\$494.66	\$3,356.15	\$0.00	\$0.00	\$84,233.78	\$2,161.52	\$23,265.80		\$925.36
	<b>Individual Training Accounts (ITAs)/Scholarships</b>	\$12,922.16	\$55,146.45	\$9,669.98	\$5,308.53	\$47,264.41	\$139,590.80		\$0.00	\$23,235.93	\$47,219.73	\$6,293.64
	Participant Incentives		\$5,090.00	\$3,443.47	\$200.00	\$18,938.21	\$0.00	\$2,245.00	\$4,522.66	\$25,600.00		\$3,572.00
	Supportive Services	\$12,701.77	\$20,973.60	\$12,180.55	\$35,650.33	\$82,366.49	\$0.00	\$100,993.79	\$63,579.27	\$67,233.35	\$9,515.60	\$19,998.64
	Insurance	\$262.00	\$0.00	\$0.00		\$0.00	\$0.00		\$0.00			\$0.00
	Other - Transportation	\$20,444.95	\$27,143.71		\$1,456.25	\$59,963.08	\$0.00		\$165.76		\$7,998.90	\$502.27
	Other - Tutoring						\$0.00					
	Other - Program Costs	\$213.00	\$11,784.12	\$1,631.98	\$19,600.00	\$0.00	\$0.00	\$14,989.42				\$15,159.03
	Other - Non ITA Training											
	<b>Total Participant Costs</b>	<b>\$267,157.35</b>	<b>\$509,247.26</b>	<b>\$66,888.59</b>	<b>\$304,512.41</b>	<b>\$585,374.58</b>	<b>\$225,488.37</b>	<b>\$658,393.10</b>	<b>\$186,704.75</b>	<b>\$546,472.06</b>	<b>\$135,506.86</b>	<b>\$511,551.06</b>

Total Expenditures	Total Expenditures	Total Operating and Participant Training Costs										
		Cape Fear	Capital Area	Durham	Centralina	Charlotte/Meck	Davidson	Eastern Carolina	Gaston	Guilford	Kerr Tar	Lumber River
	Total Operating Costs	\$1,078,156.24	\$1,270,617.06	\$477,375.95	\$1,030,160.79	\$1,474,250.60	\$248,146.39	\$864,342.12	\$368,694.76	\$1,454,707.20	\$389,625.60	\$691,324.74
	Total Participant Costs	\$267,157.35	\$509,247.26	\$66,888.59	\$304,512.41	\$585,374.58	\$225,488.37	\$658,393.10	\$186,704.75	\$546,472.06	\$135,506.86	\$511,551.06
	Grand Total	\$1,345,313.59	\$1,779,864.32	\$544,264.54	\$1,334,673.20	\$2,059,625.18	\$473,634.76	\$1,522,735.22	\$555,399.51	\$2,001,179.26	\$525,132.46	\$1,202,875.80
	Summary Totals		Operating Costs		Participant Training Costs		Total					
	Grand Total - Expenditures		\$16,651,921.58		\$6,710,329.83		\$23,362,251.41					
	Training Expenditures				Work-based Learning Expenditures							
	Total of All Participant Training Expenditures		\$6,710,329.83		Total of All Work-based Learning Expenditures				\$5,575,578.96			
	Training Expenditures as a Percentage of Total Expenditures		28.72%		Work-based Learning Expenditures as a Percentage of Total Expenditures				23.9%			

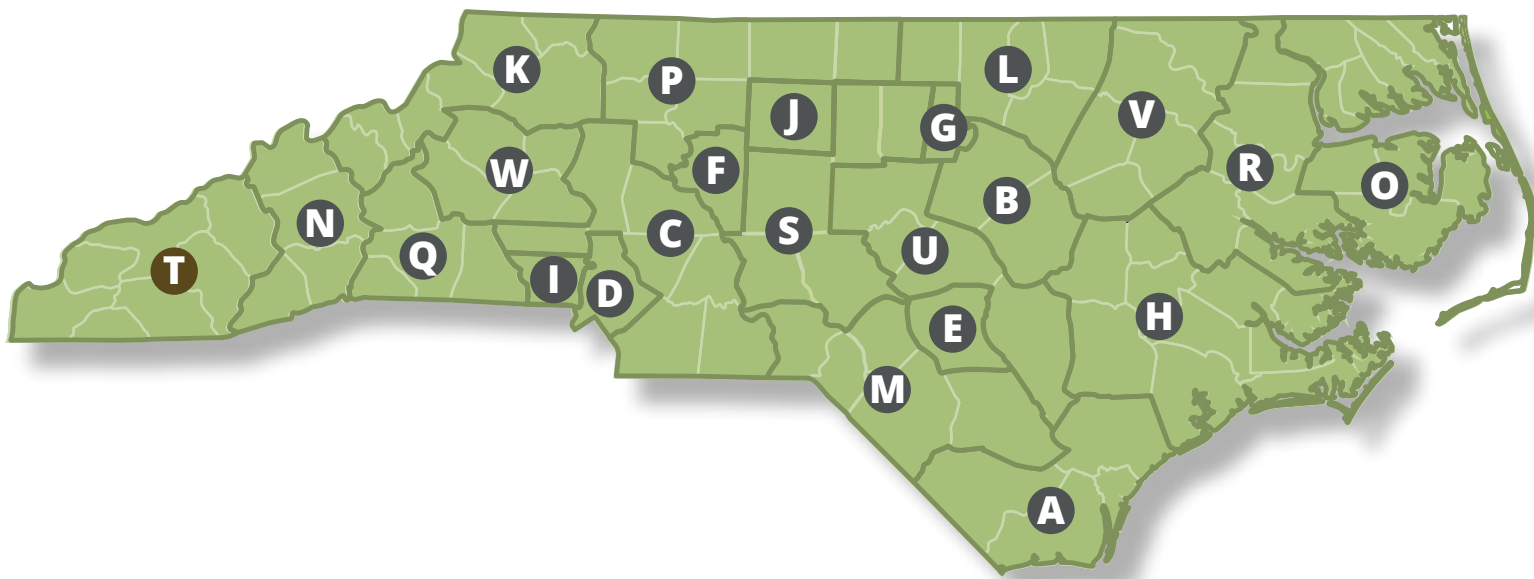
Note: Work-based Learning is a subset of Training Expenditures and consists of the OJT Wages Reimbursement and Internship & Work Experience Wages & Fringe Benefits expenditure categories.

Operating Expenditures												Total of All Columns (Administrative & Programmatic)
Name	Name	Name	Name	Name	Name	Name	Name	Name	Name	Name	Name	
Northwest Piedmont	Region C	High Country	Turning Point	Region Q	Regional Partnership	Southwestern	Western Piedmont	Northeastern	Triangle South	Mountain Area	Cumberland	
Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)
\$570,806.61	\$227,667.76	\$287,116.01	\$693,564.62	\$342,865.41	\$456,080.40	\$252,813.03	\$287,828.71	\$224,022.85	\$307,346.55	\$376,773.47	\$332,837.56	\$9,594,727.18
\$198,616.37	\$70,880.93	\$96,860.85	\$132,680.24	\$107,977.40	\$147,918.85	\$81,575.35	\$71,943.17	\$62,137.87	\$87,871.70	\$130,600.92	\$82,598.00	\$2,793,537.13
\$103,941.10	\$33,694.05	\$67,085.87	\$48,961.48	\$116,672.97	\$19,211.23	\$46,720.37	\$51,758.18	\$78,414.09	\$16,845.07	\$23,253.33	\$23,274.15	\$1,374,854.22
\$20,828.53	\$12,948.09	\$14,587.81	\$21,599.00	\$29,769.25	\$17,765.81	\$6,053.16	\$19,111.79	\$20,981.01	\$26,084.82	\$20,305.10	\$19,284.91	\$427,968.66
\$4,454.52	\$631.21	\$60.00	\$73.84	\$1,835.47	\$3,029.67	\$1,143.00		\$25.18	\$0.00	\$635.27	\$9,403.29	\$89,568.45
\$195.27	\$2,976.68	\$7,750.77	\$12.66	\$1,447.19	\$1,335.86	\$118.96		\$559.14	\$887.28	\$157.70	\$197.66	\$38,969.57
\$2,667.96	\$0.00	\$1,358.09	\$1,715.70	\$2,333.03	\$1,376.77	\$1,834.08		\$2,408.22	\$0.00	\$0.00	\$4,117.47	\$32,196.26
\$980.82	\$1,006.26	\$383.99	\$10,745.44	\$20,188.26	\$2,797.58	\$1,311.38		\$4,634.79	\$9,277.51	\$1,359.33	\$4,070.93	\$96,332.30
\$18,919.71	\$1,834.83	\$355.04	\$585.90	\$9,745.99	\$12,593.44	\$9,767.42		\$2,522.53	\$9,120.25	\$3,759.44	\$6,815.73	\$237,978.19
\$2,732.82	\$0.00	\$0.00	\$935.35	\$472.07	\$6,547.23	\$417.56		\$0.00	\$739.00	\$0.00	\$1,264.62	\$47,069.81
\$55,058.66	\$1,369.96	\$39,870.12	\$40,031.78	\$22,371.28	\$56,765.31	\$8,835.58	\$9,830.42	\$0.00	\$43,238.09	\$0.00	\$21,681.26	\$1,039,173.16
\$5,085.69	\$1,682.94	\$7,789.12	\$1,242.99	\$500.81	\$1,376.33	\$0.00		\$0.00	\$2,165.54	\$160.05	\$4,919.11	\$154,368.18
\$14,167.37	\$2,086.00	\$7,452.33	\$234.35	\$5,942.33	\$6,514.76	\$6,294.32		\$5,124.76	\$5,860.53	\$24.68	\$3,452.78	\$175,152.62
\$2,104.68	\$370.34	\$282.94	\$766.90	\$3,470.51	\$16,728.30	\$1,715.16		\$820.43	\$2,160.11	\$324.51	\$11,248.26	\$68,882.59
	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$16,936.21	\$0.00	\$0.00	\$0.00	\$50,301.65	\$166,419.52
	\$0.00	\$0.00	\$78,905.05	\$0.00	\$0.00	\$0.00	\$6,932.30	\$1,779.10	\$1,213.94	\$0.00	\$294.81	\$183,458.04
\$6,610.08	\$797.31	\$3,294.66	\$0.00	\$0.00	\$10,549.11	\$433.12		\$121.94	\$0.00	\$0.00	\$2,984.46	\$117,588.84
\$958.88	\$1,732.55	\$0.00	\$0.00	\$0.00	\$2,188.32	\$0.00		\$0.00	\$1,411.69	\$500.00	\$0.00	\$17,640.44
	\$0.00	\$0.00	\$0.00	\$0.00	\$2,265.60	\$0.00		\$0.00	\$0.00	\$0.00	\$0.00	<del>-\$3,963.58</del>
\$1,008,129.07	\$359,678.91	\$534,247.60	\$1,032,055.30	\$665,591.97	\$765,044.57	\$421,057.49	\$464,340.78	\$403,551.91	\$514,222.08	\$557,853.80	\$578,746.65	\$16,651,921.58

Participant Training Costs												Total of All Columns (Administrative & Programmatic)
Name	Name	Name	Name	Name	Name	Name	Name	Name	Name	Name	Name	
Northwest Piedmont	Region C	High Country	Turning Point	Region Q	Regional Partnership	Southwestern	Western Piedmont	Northeastern	Triangle South	Mountain Area	Cumberland	
Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)	Amount (\$)
\$1,600.00		\$2,057.47	\$0.00	\$35,369.95	\$43,774.10	\$0.00			\$16,641.61	\$0.00		\$291,513.94
\$292,823.77	\$173,401.13	\$5,559.04	\$172,615.23	\$249,447.11	\$5,081.46	\$63,025.27	\$143,361.29	\$69,402.35	\$105,500.06	\$136,533.60	\$57,713.11	\$4,134,519.65
\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$209.55			\$0.00	\$0.00	\$18,888.28	\$22,399.33
\$981.13	\$2,434.92	\$0.00	\$0.00	\$2,809.84	\$61,846.86	\$9,477.01		\$15,688.37	\$0.00	\$3,357.71	\$12,957.97	\$234,650.83
\$78,757.16	\$65,583.37	\$123,028.50	\$0.00	\$2,453.75	\$173,982.38	\$0.00	\$65,748.32	\$19,925.18	\$0.00	\$9,593.40	\$6,771.52	\$892,495.21
\$6,795.91	\$8,125.66	\$0.00	\$0.00	\$6,333.00		\$2,100.00			\$1,375.00	\$0.00	\$7,700.00	\$96,040.91
\$37,947.02	\$43,284.62	\$4,896.09	\$11,970.00	\$24,322.81	\$22,769.68	\$8,268.15	\$41,631.88	\$74,318.91	\$39,180.52	\$1,401.40	\$5,869.04	\$741,053.51
	\$4,277.37	\$1,275.00	\$0.00	\$40.00		\$0.00			\$0.00	\$0.00	\$0.00	\$5,854.37
		\$0.00	\$0.00	\$0.00		\$1,521.52			\$0.00	\$0.00	\$0.00	\$119,196.44
		\$0.00						\$9,493.75	\$0.00		\$0.00	\$9,493.75
		\$0.00	\$0.00	\$0.00	\$400.00	\$0.00		\$1,739.23	\$0.00		\$20,701.41	\$86,218.19
									\$76,893.70			\$76,893.70
\$418,904.99	\$297,107.07	\$136,816.10	\$184,585.23	\$320,776.46	\$307,854.48	\$84,601.50	\$250,741.49	\$190,567.79	\$239,590.89	\$150,886.11	\$130,601.33	\$6,710,329.83

Participant Training Expenditures												Total
Northwest Piedmont	Region C	High Country	Turning Point	Region Q	Regional Partnership	Southwestern	Western Piedmont	Northeastern	Triangle South	Mountain Area	Cumberland	
\$1,008,129.07	\$359,678.91	\$534,247.60	\$1,032,055.30	\$665,591.97	\$765,044.57	\$421,057.49	\$464,340.78	\$403,551.91	\$514,222.08	\$557,853.80	\$578,746.65	\$16,651,921.58
\$418,904.99	\$297,107.07	\$136,816.10	\$184,585.23	\$320,776.46	\$307,854.48	\$84,601.50	\$250,741.49	\$190,567.79	\$239,590.89	\$150,886.11	\$130,601.33	\$6,710,329.83
\$1,427,034.06	\$656,785.98	\$671,063.70	\$1,216,640.53	\$986,368.43	\$1,072,899.05	\$505,658.99	\$715,082.27	\$594,119.70	\$753,812.97	\$708,739.91	\$709,347.98	\$23,362,251.41





**A** Cape Fear Workforce Development Board  
Brunswick, Columbus, New Hanover, Pender

**B** Capital Area Workforce Development Board  
Johnston, Wake

**C** Centralina Workforce Development Board  
Anson, Cabarrus, Iredell, Lincoln, Rowan, Stanly, Union

**D** Charlotte Works Workforce Development Board  
Mecklenburg

**E** Cumberland County Workforce Development Board  
Cumberland

**F** DavidsonWorks Workforce Development Board  
Davidson

**G** Durham Workforce Development Board  
Durham

**H** Eastern Carolina Workforce Development Board  
Carteret, Craven, Duplin, Greene, Jones, Lenoir, Onslow, Pamlico, Wayne

# Development Boards



**I** **Gaston County Workforce Development Board**  
Gaston

**J** **Guilford County Workforce Development Board**  
Guilford

**K** **High Country Workforce Development Board**  
Alleghany, Ashe, Avery, Mitchell, Watauga,  
Wilkes, Yancey

**L** **Kerr-Tar Workforce Development Board**  
Franklin, Granville, Person, Vance, Warren

**M** **Lumber River Workforce Development Board**  
Bladen, Hoke, Richmond, Robeson, Scotland

**N** **Mountain Area Workforce Development Board**  
Buncombe, Henderson, Madison, Transylvania

**O** **Northeastern Workforce Development Board**  
Camden, Chowan, Currituck, Dare, Gates,  
Hyde, Pasquotank, Perquimans, Tyrrell,  
Washington

**P** **Northwest Piedmont Workforce Development Board**  
Forsyth, Davie, Surry, Stokes, Rockingham,  
Yadkin, Caswell

**Q** **Region C Workforce Development Board**  
Cleveland, McDowell, Polk, Rutherford

**R** **Region Q Workforce Development Board**  
Beaufort, Bertie, Hertford, Martin, Pitt

**S** **Regional Partnership Workforce Development Board**  
Alamance, Montgomery, Moore, Orange,  
Randolph

**T** **Southwestern Workforce Development Board**  
Clay, Graham, Haywood, Macon, Jackson,  
Swain, Cherokee

**U** **Triangle South Workforce Development Board**  
Harnett, Lee, Chatham, Sampson

**V** **Turning Point Workforce Development Board**  
Edgecombe, Nash, Halifax, Northampton,  
Wilson

**W** **Western Piedmont Workforce Development Board**  
Burke, Caldwell, Alexander, Catawba

# North Carolina Private Sector Board Members

All North Carolina Workforce Development Boards are comprised of a majority of private sector members that represent a multitude of businesses – small local companies to large global corporations. Together with these local businesses, we create a workforce ready to meet the demanding needs of the local area, providing value for the growing economy.

## CAPE FEAR WDB

**BOARD CHAIR:** Craig Umstead, Consultant  
Management Advisory Consulting Services, Wilmington  
Craigunst1@yahoo.com

Paul Gerald, Practice Administrator  
G & G Health Care, P.C., Whiteville  
Paulgerald10@hotmail.com

Rick Edwards, Director  
Columbus Jobs Foundation, Whiteville

James “Jim” Kornegay, VP of Marketing, Retired  
Lynda’s Play & Learn Too Inc., Wallace  
Jkornegay100@gamil.com

Jean Duncan, Human Resources Director  
ACME Smoked Fish of North Carolina, Wilmington

Jon Hicks, Manager of Training Programs  
Duke Energy Brunswick nuclear Plant, Southport  
Johnathan-hicks@duke-energy.com

Russell Green, Vice President, Human Resources  
Atlantic Telephone Membership Corporation (ATMC),  
Shallotte

Bobby Davis, Vice President, Technical Services  
Brunswick Electric Membership Corporation (BEMC), Supply

Gordon Corlew, Partner  
Lee Controls, LLC LEE LINEAR, Southport  
gtcorlew@aol.com

Lindsay Miller, Human Resource Manager  
Corning Incorporated, Wilmington  
millerla@corning.com

## CAPITAL AREA WDB

**BOARD CHAIR:** Valerie Sachariat, (Formerly) Director  
Telesales Recruiting, Charter, Morrisville  
vksachariat@gmail.com

Susan Jackson, Chief Experience Officer  
C3 HealthcareRX, Raleigh  
sjackson@c3healthcarerx.com

Stephen Miller, HR Partner  
Novo Nordisk Pharmaceutical Industries, Inc., Clayton  
spem@novonordisk.com

Heidi Kimbel, Manager, Talent Acquisition  
Novo Nordisk Pharmaceutical Industries, Inc., Clayton  
heky@novonordisk.com

Scott Hadley, Commercial Real Estate Broker  
NAI Carolantic Realty, Raleigh  
shadley@naicarolantic.com

Brian Holland, General Counsel  
Global Knowledge Training LLC, Cary  
Brian.holland@globalknowledge.com

Tony Marshall, President and CEO  
Innovative Systems Group, Raleigh  
Tony.marshall@isglink.com

Cindy Waite, President and CEO  
Accentuate Staffing, Raleigh  
cindy@accentuatestaffing.com

Lydia Walton, Human Resources Manager  
The Hales Group, Clayton  
lydia@thehalesgroup.net

Jonathan Williams, Project Director  
Focus Design Builders, LLC, Wake Forest  
jonathan@focusdesignbuilders.com

Rodney Carson, Principle Engagement Manager  
SAS Inc., Cary, NC.  
rodney.carson@sas.com

#### **CENTRALINA WDB**

BOARD CHAIR: Reinaldo Panico Peres, President & COO  
No Borders Consulting Group, Denver  
panico@nobordersconsulting.com

Kristina Forbes, Vice-President  
Southern Piedmont Piping, Peachland  
kforbes@southernpiedmontpiping.com

Tracie Hampton, Vice-President – Human Resources  
S&D Coffee and Tea, Concord  
bruntt@sndcoffee.com

Milton Chicas, Training & Hiring Manager  
Wayne Brothers, Inc., Davidson  
miltonc@waynebros.com

Carl Larson, Chief Financial Officer/ Senior Vice-  
President  
Blueharbor Bank, Mooresville  
carl.larson@blueharborbank.com

John Challis, Plant 1 Department Manager  
NGK Ceramics USA, Inc., Mooresville  
john.challis@ngkceramics.com

Brenda Speece, Director of Business Services  
Children's Homes of Iredell County, Inc., Statesville  
brenda.speece@chomesofiredell.com

Gisella Aparicio-Busse, Human Resources Director  
Husky Rack and Wire Corp., Denver  
GBusse@huskyrackandwire.com

Mike Beaver, President  
Beaver Brothers, Inc., Salisbury  
bbhvac@aol.com

Milford Lewis Goldsmith II, Operations Analyst  
Novant Health-Rowan Regional Medical Center, Salisbury  
mgoldsmith@novanthealth.org

Monica Johnson, Facility Personnel Manager  
Michelin North, Norwood  
monica.johnson@michelin.com

Pheng Peter Xiong, Apprenticeship Coordinator  
Greiner Bio-One of North America, Monroe  
peter.xiong@gbo.com

Matt Nelson, President  
Cyril Bath Company, Monroe  
mnelson@cyrilbath.com

#### **CHARLOTTEWORKS WDB**

BOARD CHAIR: Dan Roselli, Owner and Co-Founder  
Packard Place, Charlotte  
droselli@packardplace.us

Toya Allen, Director, Client Success  
Cornerstone on Demand, Weddington  
toya.allen@me.com

Jerome Festa, Managing Director  
Wells Fargo International Group, Charlotte  
jerome.festa@wellsfargo.com

Doug Rowe, Business Manager  
AM King Group, Charlotte  
drowe@amkinggroup.com

# North Carolina Private Sector Board Members

Chris Payton, Senior VP, Global Talent Acquisition  
Bank of America, Charlotte  
chris.payton@bankofamerica.com

Laura Morrow-Fox, AVP Human Resources  
Carolinas Healthcare System, Charlotte  
Laura.Morrow-Fox@carolinashealthcare.org

Robin Strayhorn, Recruiter  
PNC Bank, Charlotte  
robin.strayhorn@pnc.com

Merribeth Butler, Executive Director  
NC Business Leadership Networks (NCBLN), Huntersville  
beth@usbln.org

Karin Davies, Senior VP, Human Resources  
Peak 10, Charlotte  
karin.davies@peak10.com

Carol Morris, VP Community Leadership and Civic  
Leadership  
Foundation for the Carolinas, Charlotte  
cmorris@fftc.org

## CUMBERLAND COUNTY WDB

BOARD CHAIR: David McCune | Founder/President  
McCune Technology, Fayetteville  
davidmccune@davidmccune.org

Dina Simcox | Assistant General Manager  
Cross Creek Mall, Fayetteville  
dina.simcox@cblproperties.com

MG Rodney Anderson | President  
LDR Consulting, Fayetteville  
roanderson@aol.com

Marty Clayton  
American Wireless, Fayetteville  
mclayton@amerizon.com

Jonathan Charleston | Attorney  
The Charleston Group, Fayetteville  
jcharleston@charlestongroup.com

Jimmy Driscoll  
Ivey Mechanical, Fayetteville  
jimmy.driscoll@iveymechanical.com

Isabella Effen  
Taste of West Africa, Fayetteville  
ieffen@gmail.com

Linda Hoppmann | President  
U-Teck, Fayetteville  
lhoppmann@uteck.com

Chad Kormanek | Director of Operations  
Nitta Gelatin USA Inc., Fayetteville  
c.kormanek@nitta-gelatin.com

Kent Listoe  
Goodyear Tire and Rubber Company, Fayetteville  
Kent\_listoe@goodyear.com

Jenson McFadden | President  
DM Transportation, Fayetteville  
dmtransp@yahoo.com

Joy Miller  
Cape Fear Valley, Fayetteville  
jmiller@capefearvalley.com

Randall Newcomer | Owner  
Capo Construction Inc., Hope Mills  
rnewcomer80@gmail.com

Esther Thompson | Self-employed  
sthom7979@aol.com

Jonathan Warren | Chief Executive Officer  
Darkhorse NC, LLC, Fayetteville  
jwarren@darkhorsellc.org



## DAVIDSONWORKS WDB

BOARD CHAIR: Neal Grimes | President/Owner  
Pallet Resource of NC, Lexington  
nealgrimes@prnc.com

Barry Sink | President  
Olde Lexington Products, Lexington  
oldelex@windstream.net

Buck Yarborough | Director of Government  
Relations & Public Affairs  
Time Warner Cable, Thomasville  
buck.yarborough@twcable.com

Dan Mathews | President  
Southeastern Installation, Lexington  
dmathews@siidrykilns.com

Don Clinard | President/Owner  
Allied Foam Products, Thomasville  
alliedfoam@northstate.net

Ellen Welborn | Executive Director, Foundation  
& Community Development  
Wake Forest Baptist Health–Lexington Medical Center,  
Lexington  
ewelborn@wakehealth.edu

Fred McClure | President/Owner  
McClure Insurance Group, Lexington  
fred.mcclure@davidsoncountync.gov

Hal Routh | Human Resources Manager  
Formerly with TI Industries, Lexington  
halrouth@yahoo.com

Jane Murphy | Community Relations  
Thomasville Medical Center, Thomasville  
jwwilder@novanthealth.org

Jeff McIntyre | President  
McIntyre Metals, Thomasville  
jeff@mcmetals.com

Lee Comer | Agency Manager  
Younts Insurance, Lexington  
lee@yountsinsurance.com

Mike Sharpe | HR Manager  
WhiteWood Industries, Thomasville  
m.sharpe@whitewood.net

Scott Biesecker | Senior Manager  
Turlington & Company, Lexington  
sbiesecker@tcllp.com

Steve Lineberger | President/CEO  
CV Products, Thomasville  
slineberger@cvproducts.com

Steven Moore | President  
OmniMax Roofing  
steven@omnimaxroofing.com

Randy Everhart, HR Manager  
Leggett and Platt, Lexington  
randy.everhart2@leggett.com

## DURHAM WDB

BOARD CHAIR: Steven Williams | Founder/CEO  
Global Ventures of North America, LLC, Durham  
steven@globalventures-llc.com

Michael Dombeck | Vice President, Business Services  
Precision Biosciences, Durham  
michael.dombeck@precisionsciences.com

Paul Grantham | Assistant Vice President, Communication  
Services  
Duke University and Health System, Durham  
paul.grantham@duke.edu

George Hining | Director of Marketing & Business  
MHA Works Architecture, Durham  
ghining@mhaworks.com

# North Carolina Private Sector Board Members

Tiffany Frye | Business Owner  
Nido, Durham  
tiffany.m.frye@gmail.com

Del Mattioli | President  
Mattioli and Associates, LLC, Durham  
delmattioli@gmail.com

Scott McGregor | Senior Program Manager  
Cisco, Research Triangle Park  
scott424@gmail.com

Henry Clay McKoy, Jr. | Managing Director  
PoliHire, Durham  
h\_mckoy@yahoo.com

Ari Medoff | Owner and CEO  
Nurse Care of North Carolina, Durham  
ari@arosallc.com

Ernie Mills | CEO  
Durham Rescue Mission Thrift Store, Durham  
ernie.mills@durhamrescuemission.com

Wade Smedley | Director, Human Resources  
Merck & Co., Inc., Durham  
wade\_smedley@merck.com

Kristey Stewart | Operations Coordinator  
Atlantic Corporate Contracting, LLC, Durham  
kstewart@acc-gc.com

## **EASTERN CAROLINA WDB**

BOARD CHAIR: Carla Byrnes—Owner  
B & B Yacht Designs, Vandemere  
admincarla@gmail.com

Michael Kraszeski | Vice President  
Atlantic Veneer Corporation, Newport  
mkraszkeski@veneertech.com

John Wilson | HR Manager  
BSH Home Appliances Corp., New Bern  
john.wilson@bshg.com

Bill Green | VP, Business Services  
Branch Banking & Trust Co. (BB&T), New Bern  
wgreen@bbandt.com

Al Searles | VP, Transportation & Feed, Manufacturing  
Murphy Brown, LLC, Warsaw  
alsearles@murphybrownllc.com

Judy Darden | Owner  
Darden Bookkeeping, Snow Hill  
jdarden129@yahoo.com

Frank Emory | Owner  
Emory Construction, Richlands  
cfemory@gmail.com

Bruce Parson | Owner  
The Blind Shop, Kinston

Melanie Sanders | Human Resources  
Caswell Development Center, Kinston  
armayne@bellsouth.net

Charles Brogden | Director of Human Resources  
Franklin Baking Company, LLC, Goldsboro  
Charles\_Brogden@flocorp.com

Ray Holloman, Sales Manager  
JAK Moulding & Supply, Walstonburg

David Hill, President  
DP Hill Manufacturing, Richlands

John Deaton, Owner  
Deaton Yacht Services, Oriental

## **GASTON COUNTY WDB**

BOARD CHAIR: Larry Garland | Owner  
Charlotte Paint Co., Mt. Holly  
lgarland@carolina.rr.com

Evie Moore | Human Resource Manager  
Choice USA Beverage, Lowell  
evie@choiceusabeverage.com

Paul Dunn | VP of Human Resources  
WIX Filtration Division, Gastonia  
Paul.dunn@affiniagroup.com

Wesley Locust | Senior HR Manager  
American & Efird, Mt. Holly  
wesley.locust@amefird.com

Selina Lee | Owner  
W.D. Lee & Company, Gastonia  
slee@wdlee.com

Tre Long | Employee Relations Coordinator  
Caromont Health, Gastonia  
tre.long@carmonthealth.org

Toni Belhu | Employee Relations/HR  
Firestone Fibers & Textile Company LLC, Kings Mountain  
belhutoni@bfusa.com

Mike Carpenter | Director of Engineering Services  
Carolina Brush, Gastonia  
mikec@carolinabrush.com

Donna Caskey | HR Manager  
Gaston Sheet Metal Works, Inc., Gastonia  
donna@gastoniasheetmetal.com

Patti White  
Roechling-Plastics, Dallas  
Patti.white@roechling-plastics.us

Richard Randall  
City of Cherryville, Cherryville  
rrandall@cityofcherryville.com

Karol DeWitt  
Dole Bessemer City  
Karol-dewitt@dole.com

## **GUILFORD COUNTY WDB**

BOARD CHAIR: Jeffrey L. Frederick, Division Human  
Resources Manager  
Parker Hannifin Corporation, Aerospace Filtration Division,  
Greensboro  
jeffrey.frederick@parker.com

Kip Blakely, President  
TCDI, Greensboro  
K\_Blakely@tcdi.com

Diane Everhart, HR Manager  
Workforce Development, Cone Health System, Greensboro  
Diane.everhart@conehealth.com

Robbie Perkins, President  
NAI Piedmont Triad, Greensboro  
rperkins@naipt.com

Karl Robinson, President  
R & R Transportation, Greensboro  
karl@rrtransportationinc.com

Deborah Lindner, Human Resources  
Precor, Whitsett  
Deb.Lindner@amersports.com

Trish Alley, Human Resources  
Medi USA, Whitsett  
trisha@mediusa.com

Joan White, Director,  
High Point Surgery Center, High Point  
jwhite@northstate.net

Curtis Wilson, VP Business Development Administration  
Graco Supply & Integrated Services, High Point  
cwilson@gracosupply.com

Demetrious Gooden, Owner  
Gutsy Transportation, High Point  
dgooden@triad.rr.com

# North Carolina Private Sector Board Members

Matthew Anderson  
Philips Healthcare, High Point  
Matthewanderson582@gmail.com

Harley S. Garrison, Chief Executive Officer  
Starr Electric Company, Inc. Greensboro  
hgarrison@starrelectric.net

Tracy Jeffreys  
Packrite, High Point  
Tracey@packrite.net

Gregg Arrington, Vice President of Operations  
Boss Designs, Inc., High Point  
garrington@bossdesign.com

## HIGH COUNTRY WDB

BOARD CHAIR: Bryan Peterson, Human Resources  
Manager  
Altec Industries, Burnsville  
bryan.peterson@altec.com

Dale Caveny, Manager  
Blue Ridge Development Center, Sparta  
bdcadmin@blueridgebdc.org

Amy Crabbe, Senior Vice President of People Services  
Appalachian Regional Healthcare Systems, Boone  
acrabbe@apprhs.org

Paul Demmink, President  
NAPCO, Sparta  
pdemmink@napcousa.com

Jeff Dreyer, Director of Manufacturing  
American Emergency Vehicles (AEV), Jefferson  
jeff.dreyer@aev.com

Chris Edwards, Assistant General Manager/Human  
Resources Director  
Chetola Resort at Blowing Rock, Blowing Rock  
cedwards@chetola.com

Richard Gambill, Human Resources Manager  
BRP Marine Propulsion Systems, Spruce Pine  
richard.gambill@brp.com

Nate Griffin, President  
Anchor Coffee, North Wilkesboro  
nate.r.griffin@gmail.com

Bob Hege, President  
Meadow Mills Inc. North Wilkesboro  
bobh@meadowmills.com

John Lyons, Plant Manager  
GE Aviation, West Jefferson  
john.lyons@ge.com

Scott Reece, Human Resources Manager  
The Quartz Corporation, Spruce Pine  
scott.reece@thequartzcorp.com

Susan Banks, Administrative Assistant/Apprenticeship  
Representative  
Leviton Manufacturing Inc, Jefferson  
sbanks@leviton.com

Christy Wilson, Owner/Manager  
NuWray Inn & Restaurant, Burnsville  
nuwrayvenue@yahoo.com

## KERR-TAR WDB

BOARD CHAIR: Derrick Simms | HR Manager  
NC Flue Cured Tobacco  
dsims@usleaf.com

Dexter Williams | HR Recruiter  
Century Link Telecommunications  
Dexter.Williams@centurylink.com

Eva McDougale | RN Consultant  
Triad Medical Services  
evajmcdougale@charter.net

Fred Keller | Chief Diversification Officer  
Wake Electric  
Fred.Keller@wemc.com

Ginnie Currin, Director  
Granville County Chamber of Commerce, Oxford  
ginnie@granville-chamber.com

Hal Mutzel, Owner  
Express Employment Professionals, Oxford  
Hal.mutzel@express.com

Jeff Tingen, Regional HR Manager  
Altec, Creedmoor  
Jeff.Tingen@altec.com

Nikki Ward, HR Manager  
Metoke, Inc., Mebane  
nward@metoke.com

John Alston, Owner  
A&S Pest Control, Norlina  
Bugman27563@earthlink.net

Paul Kearney, Owner  
Kearneco Grading  
pkearney@ncol.net

## **LUMBER RIVER WDB**

BOARD CHAIR: Jay Todd, Chief Financial Officer  
Service Thread Manufacturing, Laurinburg  
Jay.todd@servicethread.com

Beth McPhaul, Human Resources  
Elkay Southern, Lumberton  
Elizabeth.mcphaul@elkay.com

Teri Beard, Employment Manager  
Smithfield, Tar Heel  
tbeard@smithfield.com

Teresa Johnson, HR Manager  
Kayser-Roth Corporation, Lumberton  
teresajohnson@kayser-roth.com

James Taylor, Plant Manager  
MJ Soffe, Rowland  
jtaylor@mjsoffe.com

Evans Sheppard, Human Resources  
Perdue Farms, Inc., Rockingham  
Evans.sheppard@perdue.com

David Chestnut, Human Resources Manager  
International Textile Group, Raeford  
Chestnut.david@burlington.com

Jean Fletcher  
Walmart, Rockingham  
Jcfletcher60@gmail.com

Cathy Poole, Co-Owner  
Tony Poole's Wrecker Service, Laurinburg  
Sarahcatherine69@gmail.com

Roderick Locklear, Owner  
Locklear Rentals, Pembroke  
rlocklear@lumbee.org

Timothy Locklear, PHR, VP of Corporate Affairs  
Healthcare Connections Pharmacy/DME, Raeford  
T\_locklear@healthcare-con.com

Terry Lewis, Human Resources  
Maness Tire Pros, Rockingham  
terrylewis@manesstire.com

## **MOUNTAIN AREA WDB**

BOARD CHAIR: Terry Collins, Human Resources Manager  
GE Lighting Systems, Incorporated, East Flat Rock,  
terrycollins@ge.com

Bryan Dover, Human Resources Manager  
Silver-Line Plastics Corporation, Asheville  
bdover@slpipe.com

Peter Cook, President  
New Pecos, Incorporated, Arden  
peter.cook@lawnvac.com



# North Carolina Private Sector Board Members

Ann Ashley, SPHR/SCP, VP of Staffing & Professional Development  
Biltmore Company, Asheville  
aashley@biltmore.com

Corie Hackney, Human Resources Manager  
Omni Grove Park Inn, Asheville  
Corie.Hackney@omnihotels.com

Eric Oelschlaeger, President  
Epsilon, Incorporated, Weaverville  
eric@epsilon-inc.com

Tommasanne Davis, Human Resources  
Mission Health System, Asheville  
Tommasanne.Davis@msj.org

Sarah Dunn, Human Resources  
GE Aviation, Asheville  
Sarah.Dunn@ge.com

Sam Hutchins, Member Services Manager  
French Broad Electric Member Corporation, Marshall  
sam.hutchins@frenchbroademc.com

Allyson Davenport, Human Resources Director  
Pisgah Inn, Canton  
adavenport@pisgahinn.com

Lori Galloway, Human Resources Manager  
Microtech Knives, Fletcher  
lgalloway@microtechknives.com

Phil Webb, Strategic Planning Director  
UPM-Raflatac, Fletcher  
phil.webb@upmraflatac.com

## NORTHEASTERN WDB

BOARD CHAIR: Zach Bray, Manager of Technical Services  
Albemarle Electric Membership Corporation; Hertford  
Zach.bray@aemc.coop

Loretta Williams, Recruitment Specialist  
Sentara Albemarle Medical Center, Elizabeth City  
Lmwilli7@sentara.com

Steve Bryan, President  
Bryan Funeral Service, Columbia  
bryanfs@embarqmail.com  
Sean Lavin, Purchasing & Planning Supervisor  
TCOM, LP, Elizabeth City  
lavinsh@tcomlo.com

Phillip Stovall, Hiring, Training & Safety Manager  
Jimbo's Jumbos, Edenton  
pstovall@jimbosjumbos.com

Melanie Ashe, Interim CEO  
Washington County Hospital, Plymouth  
Melanie\_ashe@wchonline.com

Rex Anderson, Director of Human Resources  
Regulator Marine, Edenton,  
rex.anderson@regulatoremarine.com

Debra Falstad Keenan, Human Resources Manager  
Moneysworth Linen Services/Moneysworth Rentals,  
Elizabeth City  
deb@mworth.com

Vernon Brinkley, Vice President  
A.W. Brinkley Hardware, Inc, Gates,  
brinkleyshdwe@embarqmail.com

Benjamin Beasley, Owner/Operator  
BJ's Carolina Café, Jarvisburg  
Benbeasleylc311@yahoo.com

## NORTHWEST PIEDMONT WDB

BOARD CHAIR: William Trent Cockerham, President & CEO  
Hospice of the Piedmont, High Point  
cockerham@hospiceofthepiedmont.org

Darren Poole, President & Safety Officer  
EVO Corporation, Winston-Salem  
Darren.poole@evocorp.net

Beth Abernathy, Resource Manager  
Ingredion Incorporated, Clemmons  
Elizabeth.abernathy@ingredion.com

Laura Harrell, Human Resource Manager  
Adele Knits, Winston-Salem  
lharrell@adeleknits.com

Lisa Tillman, Recruiter  
The Resource, Winston-Salem  
ltillman@theresource.com

Monica Jackson-Buxton, Human Resources Manager  
Parkdale America  
Monica.buxton@parkdalemills.com

Len Bluit. Jr., Owner  
Bluitt Agency, Allstate Insurance Company  
Lbluitt@allstate.com

Arthur Barnes, General Manager  
ATC/VANCOM-Winston-Salem Transit Authority,  
Winston-Salem  
Abarnes@wstransit.com

Orlando Poteat, Human Resources Manager  
Gildan Activeware, Eden  
opoteat@gildan.com

Andrew Egbert, Vice-President/Owner  
Reynolda Manufacturing, East Bend  
aegbert@reynolda.com

Andrew Wright, Vice-President of Existing Business  
Services  
Surry Economic development partnership  
Andrewwright@surry.net

## REGION C WDB

BOARD CHAIR: David Pharr, President  
Pharr Technologies, Shelby  
dtp@pharrtechnologies.com

Phil Bunch, Vice President  
Bunch, Inc. Kings Mountain  
Psbunch1966@att.net

Vince Reese, Plant Manager  
Clearwater Paper Inc. Shelby  
Vince.reese@clearwaterpaper.com

T. Craig Hilton, Executive Director  
Hilton Consulting, Columbus, NC  
tcraighilton@gmail.com

Tim Blackwell, Vice President  
Personnel Services Unlimited, Shelby  
timblackwell@psuhasjobs.com

Clark Poole, Executive Director  
Rutherford County Chamber of Commerce, Rutherfordton  
clarkpoole@rutherfordcoc.org

David Fraser, President  
Cozy Fleece, Ellenboro  
dafraser@aol.com

Mark Weber, Plant Manager  
Key Gas Components, Marion  
mweber@keygas.com

Raymond Walker, Owner  
Walker's Garden Center, Lawndale

Stephen Brady, Co-Owner  
Main St. Financial Group, Tryon  
Stephen@mainstreetfinancialgroup.com

# North Carolina Private Sector Board Members

## REGION Q WDB

BOARD CHAIR: Quinton Turman, Owner  
Quinton's Restaurant, Ahoskie  
quintonsonmain@yahoo.com

Jenny Brown, HR Manager  
Vidant-Beaufort, Washington,  
jenny.brown@vidanthealth.com

Randy Roark, Plant Manager  
idX Impressions  
Washington, NC

Randy.roark@idximpressions.com  
Krystal Cherry, HR Manager  
Syfan Mfg., Everetts  
kcherry@syfanmfg.com

Keisha Manson-Rodgers, Owner  
Manson Mortuary, Williamston  
mizkmv@yahoo.com

Robert Williams, Training & Development Supervisor  
DSM Dyneema, Greenville  
Robert.williams@dsm.com

Mary Paramore, Plant Learning & Development Specialist  
Hyster Yale, Greenville  
Mary.paramore@hyster-yale.com

LaRahn (Rahni) Phillips, Complex Human Resources  
Manager  
Perdue, Lewiston  
Larahn.phillips@perdue.com

Michael Freeman, Owner  
C & H Custom Harvesting, Merry Hill  
wmfreeman@sitestar.net

Wendell Hall, Owner  
J. Wendell Hall & Assoc., Ahoskie  
j\_wendell\_hall@yahoo.com

## REGIONAL PARTNERSHIP WDB

BOARD CHAIR: Ricardo Romero -- Business Development  
Officer AVP  
First Bank, Biscoe  
Ricardo.romero@localfirstbank.com

Vickie Cox -- LOA/Admin. Benefits  
Heritage Home Group, LLC, Greensboro  
vickie.cox@heritagehome.com

Cheryl Ray -- Human Resource Manager  
Sports Endeavors, Inc., Mebane  
cray@sportsendeavors.com

Randy Black -- President & CEO  
Longworth Industries, Candor  
Randy.black@proxgo.com

Kristen Richmond -- Owner & President  
Tailored Training Programs, LLC, Pinehurst  
krichmond@ttp-usa.com

Leane Langston -- Human Resources and Safety  
Coordinator  
Americhem, Inc., Liberty  
llangston@americhem.com

Greta Gail McDowell -- Corporate Training Manager  
Technimark, Inc., Asheboro  
gmcldowell@technimark.com

Chris Harrington -- Director of Operations and General  
Manager  
Elastic Therapy LLC, Asheboro  
Chris.harrington@djglobal.com

Rhonda Sue Holaday -- HR Manager  
Summit Design and Engineering Services, Hillsborough  
Sue.holaday@summitde.net

Timothy J. Simmons -- Plant Manager  
PACTIV - International, Aberdeen  
TSimmons2@pactiv.com

Melissa Walker -- Owner and Marketing Specialist  
Carolina Bronze Sculpture, Seagrove  
Melissa@carolinabronze.com

Randy Perkins -- Owner  
Prime Personnel Resources, Inc., Burlington  
randy@primepersonnelresources.com

Randy Fulk -- Int'l Rep.  
BCTGM, Elon  
Fulk12@live.com

John Coyle -- Director of Human Resources  
Jordan Lumber & Supply, Inc., Mt. Gilead  
jcoyle@jordanlumber.com

#### **SOUTHWESTERN WDB**

Board Chair: Dennis Myers, Work Adjustment Coordinator  
Industrial Opportunities, Inc., Andrews  
dennis@elasticproducts.com

Nelson Bates, Owner  
B & B Concrete Products, Inc. Franklin  
Nelse1@frontier.com

Doris Johnson, Human Resources Manager  
Harrah's Cherokee Casino Resort, Cherokee  
dojohnson@cherokee.harrahs.com

Judy Chapman, General Manager  
Dnet Internet Services, Franklin  
jchapman@dnet.net

Lina Krisciokaityte, Human Resources Supervisor  
Consolidated Metco (ConMet), Inc., Bryson City  
Lina.krisciokaityte@conmet.com

Greg Nazerian, Human Resources manager  
Snap-on Incorporated, Murphy  
Gregory.r.nazerian@snapon.com

Gary Ayers, President  
Allison Outdoor Advertising, Inc., Sylva  
gary@allisonoutdoor.com

Jaclyn Ashe, General Manager  
Jacky Jones Ford of Hayesville, Inc., Hayesville  
jaclynashe@gamil.com

Jessica Wehr, Owner  
Wehrloom Honey LLC, Robbinsville  
wehrloomhoney@icloud.com

Ashley Hyder, Human Resources Manager  
Shaw Industries, Inc., Franklin  
Ashley.hyder@shawinc.com

#### **TRIANGLE SOUTH WDB**

Board Chair: Russell Hieb, Owner  
Russell Hieb Management Consultant, Dunn  
rnchieb@embarqmail.com

Blake Arnett, Plant Manager  
3M, Moncure  
blarnett@mmm.com

Meg Moss, Chamber of Commerce- Executive Director  
Sanford Area Growth Alliance, Sanford  
mmoss@growsanfordnc.com

Amanda Bryan, Pharmacy Manager  
Clinton Drug Company, Clinton  
amandabryan@yahoo.com

Gary Mac Herring, Jr., President  
Mary Mack's Inc., Newton Grove  
gary@marymacks.com

Eugene Persall  
Eugene's Trucking, Inc., Faison  
eugenestrucking@embarqmail.com

Donna Williams  
Temporary Connections, Clinton  
Temporary61@outlook.com

Robert Kain, Director of Human Resources  
Frontier Spinning Mills, Inc., Sanford  
TSWDB@theledfords.com

# North Carolina Private Sector Board Members

Ronald Hewett, Owner  
Leadership and Performance Group, Sanford  
rehewett@aol.com

## TURNING POINT WDB

Board Chair: Helen Collins | Financial Center Leader III,  
Assistant Vice President  
BB&T, Rocky Mount  
hcollins@bbandt.com

George Freeman, Supervisor  
QVC, Tarboro  
gtfreeman111@yahoo.com

Mark Frohman, President  
Frohman Consulting, Rocky Mt.  
markafrohman1@gmail.com

Kelly Barber, Human Resource Generalist  
Klausner Lumber, Enfield  
kelly.barber@klausner-group.com

Charles McElheney, Owner  
Halifax Linen, Roanoke Rapids  
cpmcelheney@halifaxlinen.com

Gale Lashley, Office Manager  
Enviva LP, Garysburg  
gale.lashley@envivabiomass.com

Crystal Lyons, Human Resource Manager  
Reser's Fine Food, Halifax  
crystal@resers.com

Cindy Harrell, Executive Director  
Diversified Opportunities, Wilson  
director@doiwilson.com

Mary Wells, Owner  
Koretizing Cleaners, Rocky Mount  
ohkinc@aol.com

Clinton Williams, Owner  
CW Counseling Services, Garysburg  
clintonwms@yahoo.com

## WESTERN PIEDMONT WDB

BOARD CHAIR: Marty Waters, President/Owner  
Marlin Company Inc., Lenoir  
marty@marlinchemical.net

Josh McKinney, Vice-President/Business Development  
Officer  
Peoples Bank, Hickory  
jmckinney@peoplesbanknc.com

Glenn Privette, Senior Manager Human resources  
Leviton Manufacturing Inc., Morganton  
gprivette@leviton.com

Wayne Abele, President/Owner  
Adeles's Family Restaurant, Morganton

Kim Edmisten, General Manager  
Foothills Radio Group, Lenoir  
Kimberly@gofoothills.com

James Packer, Human Resource Director  
ELITE Comfort Solutions, Conover, NC 28613  
jhpacker@elite-cs.com

C. John Wiley, President  
Concept Frames, Inc., Newton  
c.john@conceptframes.com

Bill Burton, President/Owner  
Jack Sipe Construction, Hickory  
bill@jascksipeconstruction.com

Paula Daniels, Business Administrator  
Sherrill Furniture, Hickory  
danielsp@sherrillfurniture.com

Phyllis Johnston, VP Human Resources  
Catawba Valley Medical Center, Hickory  
pjohnston@catawbavalleymc.org



# North Carolina Association of Workforce Development Boards (NCAWDB) Officers

## **PRESIDENT**

Jeff Frederick – Chair, Guilford County Workforce Development Board  
Division Human Resources Manager, Parker Hannifin Corporation, Aerospace Filtration Division, Greensboro, NC.  
jeffrey.frederick@parker.com

## **VICE PRESIDENT**

Rodney Carson – Member Capital Area Workforce Development Board  
Principle Engagement Manager at SAS Inc., Cary, NC.  
rodney.carson@sas.com

## **SECRETARY**

Deb Lindner – Member Guilford County Workforce Development Board  
Human Resources Manager, Precor, Whitsett, NC.  
Deb.Lindner@amersports.com

## **TREASURER**

David McCune – Chair, Cumberland County Workforce Development Board  
Owner, Founder of McCune Technology Inc., Fayetteville, NC.  
davidmccune@davidmccune.org

## **IMMEDIATE PAST PRESIDENT**

Joan White – Member, Guilford County Workforce Development Board  
Retired Healthcare Administrator, Greensboro, NC.  
jwhite@northstate.net

## ***DIRECTOR'S COUNCIL***

### **PRESIDENT**

Pat Sturdivant, Executive Director  
Capital Area Workforce Development Board, Raleigh, NC.  
Pat.Sturdivant@wakegov.com

### **VICE-PRESIDENT**

Wendy Johnson, Executive Director  
Western Piedmont Workforce Development Board, Hickory, NC.  
Wendy.Johnson@wpcog.org

### **SECRETARY**

Nathan Ramsey, Executive Director  
Mountain Area Workforce Development Board, Asheville, NC.  
nathan@landofsky.org

### **NCAWDB**

Dr. Stephanie Deese, Executive Director  
North Carolina Association of Workforce Development Boards.  
sdeese@ncawdb.org



*For more information this report, contact:*

**Pat Sturdivant**, Executive Director

Capital Area Workforce Development Board,  
Raleigh, NC  
[Pat.Sturdivant@wakegov.com](mailto:Pat.Sturdivant@wakegov.com)  
919-856-6048

